

Job Satisfaction among Physiotherapists in Sri Lanka

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Employee's performance and productivity is higher when they are satisfied with their job. Job satisfaction among physiotherapy professionals was not studied yet in Sri Lanka. This study was aimed to study job satisfaction among physiotherapists in Sri Lanka, and factors that influence their job satisfaction. A cross-sectional descriptive study was conducted online using self-administrative 31 item job satisfaction questionnaire. A pilot study was conducted among randomly selected physiotherapists from different sectors to check the validity of the questionnaire. A Likert scale was used to measure the responses. The questionnaire was converted to "Google form" format and sent to participants via emails and messenger. Participants from different settings and districts in the island were recruited. Convenient sampling method was used. Descriptive statistics were performed using SPSS software. Eighty-eight physiotherapists (age range was 25-30 years (48%) and male (52.3%), 1-10 years of experience (70%)) participated. The majority of the participants were from government (77%) sector. The percentage of participants from private and other sectors were 11% and 12% respectively. Only 8% of participants had postgraduate qualifications. Different criteria of satisfaction level were analyzed. Out of those, 43% were satisfied for overall satisfaction, 25% for adequate resource, 41% for job description accuracy, and 43% for defined performance criteria, 40% for recognition of service, 26% for salary, 24% for career development opportunities and 15% for research opportunities. Interpersonal relationship and working condition were identified by the participants (15%) as most important factors for their job satisfaction. The results suggest that physiotherapists' satisfaction rate on selected job satisfaction criteria is very less. Also, it indicates that many physiotherapists do not have their post graduate qualification, opportunities for their career development and research.

Keywords: Physiotherapists, Job satisfaction, Sri Lanka