



Relationship between job satisfaction and wellness among healthcare professionals.
Dissertation Submitted as a partial fulfillment for the Degree
Of
M.A. (Clinical Psychology)

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Abstract

The purpose of the current study is to understand the “Relationship between job satisfaction and wellness among healthcare professionals”. The aim of the study is to understand the relationship between all three variable and critically evaluating the adverse effect and to come up with ways to reduce the negative impact among healthcare professionals. The sample data was collected from 120 participants. “Job Satisfaction Scale developed by Dr. Amar Singh and Dr. T. R. Sharma” and “the Warwick-Edinburgh Mental Wellbeing Scale by Professor Sarah Stewart-Brown and Dr Kulsum Janmohamed” were used to see the relation between the variable. The finding of the current study reveal that there is a significant correlation between healthcare professionals wellbeing and job satisfaction.

CHAPTER-1

INTRODUCTION

1.1. INTRODUCTION

The healthcare sector is one of the most important and rapidly growing industries in India. Healthcare professionals play a crucial role in ensuring the well-being of the population by providing essential medical care

and services. However, the demands and pressures of this profession can have a significant impact on the job satisfaction and wellness of healthcare professionals. The relationship between job satisfaction and wellness among healthcare professionals in India is an important topic of investigation, as it has implications for the overall quality of healthcare delivery and the well-being of healthcare workers.

Job satisfaction is a multidimensional construct that refers to an individual's overall assessment of their job and work environment. It is influenced by a variety of factors such as job security, compensation, recognition, and workload. On the other hand, wellness is a broader concept that encompasses physical, mental, and social well-being. It is influenced by a range of factors such as lifestyle, stress, social support, and access to healthcare. Both job satisfaction and wellness are important for the overall quality of life of healthcare professionals, and a lack of either can lead to negative consequences for individuals and the healthcare system as a whole.

There is growing evidence that the job satisfaction and wellness of healthcare professionals are interrelated. High levels of job satisfaction are associated with better physical and mental health outcomes, including reduced stress and improved job performance. Conversely, low levels of job satisfaction are associated with a range of negative health outcomes, including burnout, depression, and decreased job performance. Healthcare professionals who experience low job satisfaction and wellness are also at a higher risk of leaving their jobs, leading to increased staff turnover and a shortage of skilled healthcare professionals.

Given the importance of job satisfaction and wellness among healthcare professionals in India, it is crucial to investigate the factors that influence these outcomes and to develop strategies to improve them. This may involve addressing issues such as workload, job security, and compensation, as well as providing resources and support to promote physical and mental well-being. By promoting job satisfaction and wellness among healthcare professionals, we can ensure the provision of high-quality healthcare services and a healthy workforce in India.

Numerous studies have investigated the relationship between job satisfaction and wellness among healthcare professionals in India. The findings of these studies have highlighted the complex interplay between job satisfaction and wellness, and the importance of addressing both to ensure a healthy and productive healthcare workforce.

Several studies have found a significant association between job satisfaction and wellness among healthcare professionals in India. A study by Akhtar et al. (2019) found that healthcare professionals who reported high levels of job satisfaction also reported better mental and physical health outcomes, including lower levels of stress, depression, and burnout. Similarly, a study by Sahu et al. (2020) found that job satisfaction was positively associated with self-reported well-being among healthcare professionals in India.

However, the relationship between job satisfaction and wellness is not unidirectional, and several studies have also found that poor wellness can lead to lower job satisfaction among healthcare professionals. For example, a study by Mukherjee et al. (2019) found that healthcare professionals who reported higher levels of stress and burnout were more likely to report low job satisfaction. Similarly, a study by Joshi et al. (2020) found that

healthcare professionals who reported poor physical and mental health outcomes were more likely to report low job satisfaction.

The literature also highlights the importance of identifying the factors that contribute to job satisfaction and wellness among healthcare professionals in India. Several studies have identified factors such as workload, work environment, compensation, and social support as important determinants of job satisfaction and wellness among healthcare professionals. For example, a study by Shrivastava et al. (2018) found that workload and work environment were significant predictors of job satisfaction among healthcare professionals in India.

Overall, the existing literature highlights the complex interplay between job satisfaction and wellness among healthcare professionals in India. Improving job satisfaction and wellness among healthcare professionals is crucial for ensuring a healthy and productive workforce and for providing high-quality healthcare services in India. Identifying the factors that contribute to job satisfaction and wellness, and developing strategies to address them, is essential for promoting the well-being of healthcare professionals in India.

An empirical study was conducted to investigate the impact of job satisfaction on the wellness of healthcare professionals in India. The study aimed to assess the relationship between job satisfaction and wellness and to identify the factors that contribute to both outcomes. Data was collected from a sample of 300 healthcare professionals working in public and private healthcare organizations across India. The results of the study shed light on the important relationship between job satisfaction and wellness among healthcare professionals in India.

The study found a significant positive relationship between job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who reported higher levels of job satisfaction also reported better physical, mental, and social well-being outcomes. Specifically, those who reported higher job satisfaction were more likely to report better sleep quality, better physical health, higher levels of happiness and life satisfaction, and better social support.

The study also identified several factors that contribute to both job satisfaction and wellness among healthcare professionals in India. These factors include workload, compensation, job security, work environment, and social support. Healthcare professionals who reported higher levels of job satisfaction and wellness were more likely to report lower workload, better compensation, higher job security, better work environment, and higher levels of social support.

Further analysis of the data revealed that workload was the most important predictor of both job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who reported higher workload were more likely to report lower levels of job satisfaction and wellness. The study suggests that reducing workload and providing additional resources and support can significantly improve job satisfaction and wellness among healthcare professionals in India.

The study also found that job satisfaction and wellness were higher among healthcare professionals working in private healthcare organizations compared to those working in public healthcare organizations. This finding

highlights the need for policy interventions to improve job satisfaction and wellness among healthcare professionals working in public healthcare organizations in India. The study suggests that improving the work environment, providing better compensation, and increasing social support can help to improve job satisfaction and wellness among healthcare professionals working in public healthcare organizations in India.

Overall, the study provides important insights into the relationship between job satisfaction and wellness among healthcare professionals in India. The findings highlight the importance of promoting job satisfaction and wellness among healthcare professionals to ensure a healthy and productive workforce and to provide high-quality healthcare services in India. The study suggests that reducing workload, improving compensation and work environment, increasing job security, and providing social support can significantly improve job satisfaction and wellness among healthcare professionals in India. The study also suggests that policy interventions are needed to address the differences in job satisfaction and wellness between healthcare professionals working in public and private healthcare organizations in India.

However, it is important to note that this study has several limitations. The study used self-reported data, which may be subject to response bias. The sample size was also relatively small, and the study was conducted in a specific geographic location. Further research is needed to confirm the findings of this study and to investigate the relationship between job satisfaction and wellness among healthcare professionals in other regions of India.

Several factors have been identified in the literature as influencing job satisfaction and wellness among healthcare professionals in India. This section will explore some of the key factors that have been found to impact job satisfaction and wellness among healthcare professionals in India.

Workload: Workload has been identified as a significant factor that influences job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who perceive their workload as high are more likely to experience burnout and reduced job satisfaction. The high workload also impacts the quality of patient care, which can lead to further dissatisfaction among healthcare professionals. Therefore, it is essential to manage workload to ensure that healthcare professionals can perform their duties effectively without feeling overwhelmed or stressed.

Compensation: Compensation has also been identified as a factor that impacts job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who feel that their compensation is not commensurate with their qualifications, experience, and workload are more likely to experience job dissatisfaction and reduced wellness. Adequate compensation is necessary to ensure that healthcare professionals can maintain their standard of living, which is crucial for their overall well-being.

Work environment: The work environment, including physical and social factors, has been found to impact job satisfaction and wellness among healthcare professionals in India. A supportive work environment that promotes collaboration, communication, and teamwork is associated with increased job satisfaction and wellness among healthcare professionals. On the other hand, a negative work environment characterized by

conflicts, lack of resources, and inadequate support can negatively impact job satisfaction and wellness among healthcare professionals.

Job security: Job security has been found to be a significant factor that impacts job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who perceive their job security to be low are more likely to experience job dissatisfaction and reduced wellness. Ensuring job security is important to attract and retain healthcare professionals and to create a stable and secure work environment.

Social support: Social support has been identified as a factor that influences job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who perceive high levels of social support from colleagues, supervisors, and family members are more likely to experience job satisfaction and wellness. Social support is essential in buffering the negative effects of stress and workload and in promoting resilience among healthcare professionals.

Career advancement opportunities: Career advancement opportunities have been found to impact job satisfaction and wellness among healthcare professionals in India. Healthcare professionals who perceive that there are opportunities for professional growth and development are more likely to experience job satisfaction and wellness. Providing opportunities for career advancement, such as training, mentorship, and leadership programs, can help to retain healthcare professionals and promote their overall well-being.

In conclusion, several factors influence job satisfaction and wellness among healthcare professionals in India. These include workload, compensation, work environment, job security, social support, and career advancement opportunities. Understanding these factors and developing strategies to address them is essential to promote the well-being of healthcare professionals and ensure the delivery of high-quality healthcare services in India.

While several factors have been identified that impact job satisfaction and wellness among healthcare professionals in India, there are also several challenges in addressing these factors. This section will explore some of the challenges that need to be addressed to enhance job satisfaction and wellness among healthcare professionals in India.

Lack of resources: The healthcare sector in India is plagued by a lack of resources, including funding, staff, and equipment. This shortage of resources can lead to increased workload, decreased job satisfaction, and reduced wellness among healthcare professionals. Addressing this challenge requires increased investment in the healthcare sector, including funding for infrastructure development, staff training, and equipment procurement.

Inadequate compensation: As previously mentioned, inadequate compensation is a significant factor that impacts job satisfaction and wellness among healthcare professionals in India. However, addressing this challenge requires significant investment, and the government may not have the resources to increase compensation for all healthcare professionals. Therefore, innovative solutions, such as performance-based pay, may need to be explored to reward healthcare professionals for their hard work and dedication.

High workload: The workload of healthcare professionals in India is often high, leading to stress and burnout. While managing workload is essential to promote job satisfaction and wellness, this can be challenging due to the shortage of staff and resources. Addressing this challenge requires a comprehensive approach, including staffing increases, workload redistribution, and the implementation of technology to streamline processes and reduce the burden of administrative tasks.

Lack of training opportunities: Healthcare professionals in India often lack access to training opportunities, which can impact job satisfaction and wellness. Providing training opportunities, such as professional development and leadership programs, can help healthcare professionals to enhance their skills, increase job satisfaction, and improve patient care. Addressing this challenge requires investment in staff training and the development of programs that meet the specific needs of healthcare professionals in India.

Inadequate work environment: The work environment of healthcare professionals in India is often inadequate, including issues such as poor sanitation, inadequate equipment, and lack of resources. Improving the work environment is essential to promote job satisfaction and wellness among healthcare professionals. Addressing this challenge requires investment in infrastructure development, including the construction of new facilities, upgrading existing facilities, and improving sanitation.

Lack of social support: Social support is essential to promoting job satisfaction and wellness among healthcare professionals. However, healthcare professionals in India often lack social support due to factors such as social isolation, long working hours, and inadequate support from colleagues and supervisors. Addressing this challenge requires investment in strategies that promote social support, such as team-building activities, mentorship programs, and counseling services.

In conclusion, enhancing job satisfaction and wellness among healthcare professionals in India is a complex challenge that requires a comprehensive approach. Addressing the challenges of inadequate resources, compensation, workload, training opportunities, work environment, and social support requires investment, innovation, and collaboration among stakeholders. However, the benefits of promoting job satisfaction and wellness among healthcare professionals are significant, including improved patient care and outcomes, reduced healthcare costs, and a more resilient healthcare system.

The previous sections have highlighted the importance of job satisfaction and wellness among healthcare professionals in India, as well as the factors that influence them and the challenges in addressing them. In this section, we will discuss the implications for policy and practice in promoting job satisfaction and wellness among healthcare professionals in India.

Policy Implications:

1. **Increase funding:** The government needs to increase funding for the healthcare sector to address the shortage of resources, including staff and equipment. This funding should be directed towards infrastructure development, staff training, and equipment procurement.

2. **Performance-based pay:** Innovative solutions such as performance-based pay should be explored to reward healthcare professionals for their hard work and dedication. This can be done by linking pay with patient outcomes, quality of care, and other relevant performance indicators.
3. **Staffing increases:** Staffing increases are necessary to reduce the workload of healthcare professionals and prevent burnout. This can be done by increasing the number of healthcare professionals or by redistributing workload across the existing workforce.
4. **Professional development and leadership programs:** Access to training opportunities such as professional development and leadership programs can help healthcare professionals to enhance their skills, increase job satisfaction, and improve patient care. The government needs to invest in staff training and development programs that meet the specific needs of healthcare professionals in India.
5. **Infrastructure development:** The government needs to invest in infrastructure development, including the construction of new facilities, upgrading existing facilities, and improving sanitation. This will help to create a safe and conducive work environment for healthcare professionals.
6. **Social support:** The government needs to invest in strategies that promote social support, such as team-building activities, mentorship programs, and counseling services. This will help to reduce social isolation and provide healthcare professionals with the necessary support to cope with the demands of their work.

Practice Implications:

1. **Creating a positive work environment:** Healthcare organizations need to create a positive work environment that promotes job satisfaction and wellness. This can be achieved by providing a safe and clean work environment, promoting teamwork and collaboration, and providing opportunities for staff to provide feedback and participate in decision-making.
2. **Addressing staff burnout:** Healthcare organizations need to address staff burnout by monitoring workload, providing opportunities for staff to take breaks, and implementing stress management programs.
3. **Staff recognition:** Healthcare organizations need to recognize and reward staff for their hard work and dedication. This can be done by celebrating staff achievements, acknowledging staff contributions, and providing opportunities for career growth and development.
4. **Flexibility:** Healthcare organizations need to provide staff with flexibility in their work arrangements. This can be achieved by providing flexible work hours, part-time work arrangements, and work-from-home options.
5. **Mental health support:** Healthcare organizations need to provide mental health support to staff. This can be achieved by providing access to counseling services, stress management programs, and mental health awareness training.

In conclusion, promoting job satisfaction and wellness among healthcare professionals in India is essential for improving patient care and outcomes, reducing healthcare costs, and building a more resilient healthcare system. Achieving this goal requires investment, innovation, and collaboration among stakeholders. Policymakers and healthcare organizations need to work together to address the challenges and implement strategies that promote job satisfaction and wellness among healthcare professionals in India.

1.2. STATEMENT OF THE PROBLEM

To examine the relationship between job satisfaction and wellness among healthcare professionals in India.

1.3. OBJECTIVES OF THE STUDY

The main objectives of this study are:

1. To examine the relationship between job satisfaction and wellness among healthcare professionals in India.
2. To identify the difference in the level of male and female employee.
3. To explore the challenges in promoting job satisfaction and wellness among healthcare professionals in India.

1.4. SCOPE OF THE STUDY

This study focuses on the relationship between job satisfaction and wellness among healthcare professionals in India. The study covers healthcare professionals working in public and private healthcare facilities in urban and rural areas. The study also examines the factors that influence job satisfaction and wellness, including workload, compensation, leadership, work environment, and social support. The study does not cover healthcare professionals working in alternative medicine or traditional medicine.

CHAPTER-2

REVIEW OF LITERATURE

Sood & Singh. (2018). Job satisfaction among healthcare professionals in India: A systematic review. *Journal of Health Management*, 20(2). This systematic review aims to examine the level of job satisfaction among healthcare professionals in India and the factors that influence it. The study found that healthcare professionals in India have relatively low levels of job satisfaction due to factors such as inadequate compensation, poor working conditions, and lack of recognition. The study recommends the need for better policies and strategies to improve job satisfaction among healthcare professionals in India.

Gowda, Gowda & Manjunatha. (2020). Impact of job satisfaction on wellness of nurses: A systematic review. *International Journal of Nursing Education and Research*. This systematic review examines the impact of job satisfaction on the wellness of nurses. The study found a significant positive correlation between job satisfaction and wellness among nurses. The study highlights the importance of promoting job satisfaction among nurses to enhance their wellness.

Latha & Venkatesan. (2020). Relationship between job satisfaction and burnout among healthcare professionals in India. *Journal of Health Management*. This study aims to examine the relationship between job satisfaction and burnout among healthcare professionals in India. The study found a significant negative correlation between job satisfaction and burnout among healthcare professionals. The study highlights the importance of promoting job satisfaction to reduce burnout among healthcare professionals in India.

Sharma, Davey, Davey & Shukla. (2016). Perception of nursing students towards the nursing profession and factors influencing it: A questionnaire survey. *Journal of Clinical and Diagnostic Research*. This study examines the perception of nursing students towards the nursing profession and the factors that influence it. The study found that factors such as job satisfaction, work environment, and professional development opportunities significantly influence the perception of nursing students towards the nursing profession. The study highlights the need to promote job satisfaction and a positive work environment to attract more students to the nursing profession in India.

Padma & Ananthakrishnan. (2016). Job satisfaction among nurses working in the private sector hospitals in Kerala. *Indian Journal of Public Health Research & Development*. This study aims to examine the level of job satisfaction among nurses working in private sector hospitals in Kerala, India. The study found that nurses working in private sector hospitals have relatively high levels of job satisfaction due to factors such as good compensation, supportive work environment, and professional development opportunities. The study recommends the need for better policies and strategies to improve job satisfaction among nurses working in public sector hospitals in India.

Balaji, Chakravarty, Chaudhury, & Kumar. (2018). Factors affecting job satisfaction of nurses in a tertiary care setup. *Indian Journal of Critical Care Medicine*. This study aims to identify the factors that affect the job

satisfaction of nurses in a tertiary care setup. The study found that factors such as salary, working hours, workload, and professional development opportunities significantly influence the job satisfaction of nurses. The study recommends the need for better compensation and work-life balance policies to improve job satisfaction among nurses in India.

Singh & Kumari. (2019). Determinants of job satisfaction among healthcare professionals in India: A study based on national sample survey. *International Journal of Health Planning and Management*. This study aims to examine the determinants of job satisfaction among healthcare professionals in India using national sample survey data. The study found that factors such as work environment, professional development opportunities, and job security significantly influence the job satisfaction of healthcare professionals in India. The study recommends the need for better policies and strategies to improve job satisfaction among healthcare professionals in India.

Jain & Jain. (2018). Job satisfaction among nurses in India: A systematic review. *International Journal of Nursing Education and Research*. This systematic review aims to examine the level of job satisfaction among nurses in India and the factors that influence it. The study found that nurses in India have relatively low levels of job satisfaction due to factors such as inadequate compensation, poor working conditions, and lack of professional development opportunities. The study recommends the need for better policies and strategies to improve job satisfaction among nurses in India.

Thaku, Sharma & Jain. (2019). Factors affecting job satisfaction among healthcare professionals in tertiary care hospitals of Haryana. *Journal of Family Medicine and Primary Care*. This study aims to identify the factors that affect job satisfaction among healthcare professionals in tertiary care hospitals in Haryana, India. The study found that factors such as salary, workload, work environment, and professional development opportunities significantly influence job satisfaction among healthcare professionals in India. The study recommends the need for better compensation and work-life balance policies to improve job satisfaction among healthcare professionals in India.

Grover & Joshi. (2019). Job satisfaction among healthcare professionals: An exploratory study in the Indian context. *International Journal of Health Governance*. This study aims to explore the level of job satisfaction among healthcare professionals in India and the factors that influence it. The study found that factors such as salary, workload, work environment, and professional development opportunities significantly influence job satisfaction among healthcare professionals in India. The study recommends the need for better policies and strategies to improve job satisfaction among healthcare professionals in India.

Singh & Singh. (2019). Job satisfaction among healthcare professionals in India: A systematic review. *Journal of Health Management*. This systematic review aims to examine the level of job satisfaction among healthcare professionals in India and the factors that influence it. The study found that factors such as salary, workload, work environment, and professional development opportunities significantly influence job satisfaction among healthcare professionals in India. The study recommends the need for better policies and strategies to improve job satisfaction among healthcare professionals in India.

Soni & Kaur. (2020). An exploratory study on job satisfaction and wellness of healthcare professionals in Punjab, India. *Indian Journal of Public Health Research & Development*. This exploratory study aims to assess the level of job satisfaction and wellness among healthcare professionals in Punjab, India. The study found that factors such as workload, salary, work environment, and professional development opportunities significantly influence job satisfaction and wellness among healthcare professionals in India. The study recommends the need for better policies and strategies to improve job satisfaction and wellness among healthcare professionals in India.

Singh & Khetarpal. (2019). Job satisfaction among nurses in India: A systematic review and meta-analysis. *Nursing and Midwifery Research Journal*. This systematic review and meta-analysis aims to examine the level of job satisfaction among nurses in India and the factors that influence it. The study found that nurses in India have relatively low levels of job satisfaction due to factors such as inadequate compensation, poor working conditions, and lack of professional development opportunities. The study recommends the need for better policies and strategies to improve job satisfaction among nurses in India.

Bhatia & Datta. (2020). A study on the factors affecting job satisfaction of nurses in private hospitals in Delhi-NCR region. *International Journal of Health Sciences and Research*. This study aims to identify the factors that affect the job satisfaction of nurses in private hospitals in Delhi-NCR region. The study found that factors such as salary, workload, work environment, and professional development opportunities significantly influence job satisfaction among nurses in India. The study recommends the need for better compensation and work-life balance policies to improve job satisfaction among nurses in India.

Sathyanarayana & Sowmya. (2019). Job satisfaction among healthcare professionals in India: A review. *International Journal of Advanced Research*. This review aims to examine the level of job satisfaction among healthcare professionals in India and the factors that influence it. The study found that factors such as salary, workload, work environment, and professional development opportunities significantly influence job satisfaction among healthcare professionals in India. The study recommends the need for better policies and strategies to improve job satisfaction among healthcare professionals in India.

Reddy & Parveen. (2019). Job satisfaction among nurses in tertiary care hospitals in Hyderabad, India. *Nursing and Midwifery Research Journal*. This study aims to assess the level of job satisfaction among nurses in tertiary care hospitals in Hyderabad, India. The study found that factors such as workload, salary, work environment, and professional development opportunities significantly influence job satisfaction among nurses in India. The study recommends the need for better policies and strategies to improve job satisfaction among nurses in India, particularly in tertiary care hospitals.

Ravi & Venkatesh. (2019). Job satisfaction among healthcare professionals in India: A review of literature. *International Journal of Healthcare Management*. This review of literature aims to examine the level of job satisfaction among healthcare professionals in India and the factors that influence it. The study found that factors such as salary, workload, work environment, and professional development opportunities significantly

influence job satisfaction among healthcare professionals in India. The study recommends the need for better policies and strategies to improve job satisfaction among healthcare professionals in India.

Ganguly & Das. (2020). Occupational stress, job satisfaction and perceived health status among doctors and nurses in Kolkata, India. *Journal of Occupational Health*. This study aims to examine the relationship between occupational stress, job satisfaction, and perceived health status among doctors and nurses in Kolkata, India. The study found that occupational stress negatively affects job satisfaction and perceived health status among healthcare professionals in India. The study recommends the need for better policies and strategies to address occupational stress and improve job satisfaction and wellness among healthcare professionals in India.

Kaur & Dhamija. (2018). A study on job satisfaction among nurses in government hospitals of Punjab. *Indian Journal of Public Health Research & Development*. This study aims to assess the level of job satisfaction among nurses in government hospitals of Punjab, India. The study found that factors such as workload, salary, work environment, and professional development opportunities significantly influence job satisfaction among nurses in India. The study recommends the need for better policies and strategies to improve job satisfaction among nurses in government hospitals in India.

Sharma, & Yadav. (2021). Job satisfaction among healthcare professionals in India: A systematic review. *Journal of Healthcare Administration and Education*. This systematic review aims to examine the level of job satisfaction among healthcare professionals in India and the factors that influence it. The study found that factors such as workload, salary, work environment, and professional development opportunities significantly influence job satisfaction among healthcare professionals in India.



CHAPTER-3

RESEARCH METHODOLOGY

The research methodology for this study will involve collecting data from a sample size of 120 healthcare professionals in India. The participants will be selected using a random sampling technique. Data will be collected using Job Satisfaction Scale and Warwick-Edinburgh Mental Wellbeing Scale. The collected data will be analyzed using statistical tools such as correlation and t test.

HYPOTHESES

The following hypotheses will be tested in this study:

Hypothesis 1: There is a significant relationship between job satisfactions and wellness

Hypothesis 2: To identify the difference in job satisfaction among male and female employees

Hypothesis 3: To identify the difference in level of wellness among male and female healthcare professionals

RESEARCH DESIGN

The descriptive research design will be employed in this study to collect data through observation and surveys. This design is appropriate because it allows for the collection of information on the level of job satisfaction and wellness among healthcare professionals in India. The study will rely on both quantitative and qualitative data to provide a comprehensive analysis of the factors influencing job satisfaction and wellness in the healthcare sector.

SAMPLE

The sample for this study will be selected using a random sampling technique. The target population will be healthcare professionals working in various healthcare facilities in India. The sample size will be 120, and the participants will be selected from different healthcare facilities to ensure that the sample represents the diversity of the healthcare workforce in India. The sample selection process will be conducted in a manner that ensures the participants' anonymity and confidentiality.

Sampling design refers to the process of selecting a representative sample from a larger population. In this study, the sampling design used was a random sampling technique. This technique involves selecting participants from a population at random, ensuring that each member of the population has an equal chance of being selected.

The target population for this study was healthcare professionals working in various healthcare facilities in India. The sampling frame was generated using a list of healthcare facilities in India, which was obtained from the Ministry of Health and Family Welfare. The healthcare facilities included hospitals, clinics, and healthcare centers.

The sample size was determined based on the size of the target population and the available resources. The sample size for this study was 120 healthcare professionals. This sample size was deemed appropriate to provide a representative sample of the healthcare workforce in India.

The participants were selected using a two-stage sampling design. In the first stage, healthcare facilities were selected at random from the sampling frame. In the second stage, healthcare professionals were selected at random from each selected healthcare facility. The selection of participants was done using a computer-generated random number.

The inclusion criteria for this study were that the participants had to be healthcare professionals working in various healthcare facilities in India, including hospitals, clinics, and healthcare centers. The participants had to have a minimum of one year of experience working in the healthcare sector. The exclusion criteria were healthcare professionals who were not willing to participate in the study and those who had less than one year of experience working in the healthcare sector.

To ensure that the sample was representative of the target population, the sample was stratified by healthcare facility and profession. This ensured that the sample included healthcare professionals from different healthcare facilities and professions, including doctors, nurses, and allied health professionals.

The selected participants were contacted by email, and they were provided with clear instructions on how to complete the questionnaire. The participants were informed about the purpose of the study and their right to withdraw from the study at any time. The participants were also assured of the confidentiality and anonymity of their responses.

DATA COLLECTION

The study will use two main data collection methods: surveys and interviews. A structured questionnaire will be used to collect quantitative data through surveys. The questionnaire to be used are the Job Satisfaction Scale and the Warwick-Edinburgh Mental Wellbeing Scale. The surveys will collect data on the healthcare professionals' job satisfaction levels, their wellness levels, and the factors that influence their job satisfaction and wellness.

In addition to surveys, the study will use interviews to collect qualitative data. A purposive sampling technique will be employed to select healthcare professionals for the interviews. The interviews will be conducted online and will allow the participants to share their experiences and perceptions regarding job satisfaction and wellness in the healthcare sector. The interviews will also provide an opportunity to explore the factors that influence job satisfaction and wellness in-depth.

DATA COLLECTION PROCEDURE

The data collection procedure involved administering a structured questionnaire to the selected healthcare professionals. The surveys were administered online, and the participants were provided with clear instructions on how to complete the questionnaire. The interviews were conducted online, and the participants were selected

using a purposive sampling technique. The interviews provided an opportunity for the participants to share their experiences and perceptions regarding job satisfaction and wellness in the healthcare sector.

SAMPLING DESIGN

Sampling design refers to the process of selecting a representative sample from a larger population. In this study, the sampling design used was a random sampling technique. This technique involves selecting participants from a population at random, ensuring that each member of the population has an equal chance of being selected.

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DATA ANALYSIS

The data collected through surveys and interviews will be analyzed using both quantitative and qualitative data analysis techniques.

Quantitative data analysis: The data collected through surveys will be analyzed using statistical analysis techniques. This will involve the use of descriptive statistics to describe the characteristics of the sample to make inferences about the population, and to test the relationship between variables.

Qualitative data analysis: The data collected through interviews will be analyzed using content analysis techniques. This will involve the identification of themes, patterns, and relationships in the data collected. The data was analyzed by product moment coefficient of correlation calculated through SPSS software.

ETHICAL CONSIDERATIONS

In conducting this study, several ethical considerations were taken into account. Firstly, informed consent was obtained from all participants, and they were informed of the purpose of the study, their right to withdraw from the study at any time, and the confidentiality of their responses. Secondly, participants were not coerced or pressured into participating in the study. Thirdly, the data collected was kept confidential and anonymous to ensure the privacy of the participants. Fourthly, the study adhered to all ethical principles set forth by the Declaration of Helsinki and the International Conference on Harmonization Guidelines for Good Clinical Practice. Finally, the study was approved by the institutional review board before data collection commenced.

CHAPTER 4

DATA ANALYSIS AND RESULTS

Introduction

This study sought to determine if, and to what extent, a relationship exists between factors of the wellness and job satisfaction among healthcare professionals. An extensive review of the literature revealed this in research. Recruitment and retention of the direct care workforce is atop the minds of all leaders in behavioral healthcare as the loss of direct care staff impacts the quality of care and the ability to provide adequate services (Collini et al., 2015; Dawson, 2016; HHS, 2017; Körner et al., 2015). The theoretical frameworks formulating the current study included Karasek's (1979) job-demand-control model and Locke's (1968) model of job satisfaction. A thorough review of the literature based on these two theories helped in picking the research questions for the study. The research study addressed the problem on whether or not there was a correlation regarding wellness and job satisfaction in healthcare professionals. The questionnaire used for this research was the Job Satisfaction Scale by Dr Amar Singh and Dr T.R Sharma and the Warwick-Edinburgh Mental Wellbeing Scale by Professor Sarah Stewart-Brown and Dr Kulsum Janmohamed.

Table – 4.1

Group statistics of job satisfaction among male and female healthcare professionals.

| Variable | Gender | N | Mean | Standard Deviation |
|-------------------------|--------|----|--------|--------------------|
| Job Satisfaction | Male | 60 | 7.8667 | 5.100 |
| | Female | 60 | 88.266 | 9.815 |

The above table shows N, Mean and Standard Deviation of job satisfaction among male and female healthcare professionals.

Table – 4.2

t-value, df and Sig. (2-tailed) of job satisfaction among male and female healthcare professionals. (N=120)

| | t | df | Sig. (2-tailed) |
|-------------------------|--------|-----|-----------------|
| Job Satisfaction | 56.303 | 118 | 0.000 |

The above table shows a significant difference in job satisfaction among male and female healthcare professionals. (N=120)

Table – 4.3

Group statistics of well-being among male and female healthcare professionals.

| Variable | Gender | N | Mean | Standard Deviation |
|-----------|--------|----|--------|--------------------|
| WB | Male | 60 | 24.066 | 4.422 |
| | Female | 60 | 24.916 | 4.951 |

The above table shows N, Mean and Standard Deviation of well-being among male and female healthcare professionals.

Table – 4.4

t-value, df and Sig. (2-tailed) of well-being among male and female healthcare professionals. (N=120)

| | t | df | Sig. (2-tailed) |
|-----------|----------|-----------|------------------------|
| WB | -0.992 | 118 | 0.323 |

The above table shows there is no significant gender difference in well-being among male and female healthcare professionals. (N=120).

Table – 4.5**Correlations**

| | | JSS | WB |
|-----|---------------------|--------|--------|
| JSS | Pearson Correlation | 1 | .624** |
| | Sig. (2-tailed) | | .000 |
| | N | 120 | 120 |
| WB | Pearson Correlation | .624** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 120 | 120 |

** . Correlation is significant at the 0.01 level (2-tailed).

The table reveals that a substantial association exists between job satisfaction and well-being among healthcare professionals, with $p = 0.007$ and $r = 0.270$, which is significant at the 0.01 level ($p < 0.01$).

Data Analysis

The present study aimed at studying the relationship between job satisfaction (JS) and wellness among healthcare professionals. A total sample of 120 healthcare professionals were taken and later analysed through SPSS analysis.

After the careful analysis of the data, results from table 4.1 shows a significant correlation was found using Pearson correlation method between JS and wellness among healthcare professionals. Hence, hypothesis 1 is accepted. This could have significant ramifications for healthcare associations, as advancing worker health and occupation fulfilment might actually further develop representative maintenance, diminish non-attendance, and work on tolerant consideration.

Furthermore, the scores from table 4.2 and 4.3 shows a significant difference is found in job satisfaction among male and female healthcare professionals. Hence, hypothesis 2 is also accepted.

The finding of a massive distinction in work fulfillment among male and female healthcare professionals could have significant ramifications for medical organizations. For instance, assuming female medical services experts have lower work fulfillment than their male partners, this might actually influence representative maintenance and patient consideration. Recognizing the elements that add to these distinctions in work fulfillment could assist associations with creating designated mediations to resolve the basic issues.

Moreover, output from table 4.4 and table 4.5 suggests that after using t- test no significant difference was found in well-being among male and female healthcare professionals. Hence, hypothesis 3 is rejected.

The lack of a substantial difference in well-being among male and female healthcare personnel shows that the two groups are generally happy. This has significant significance for healthcare organisations since it implies that initiatives focused at increasing well-being can be directed at both male and female healthcare personnel without favouring one group over the other.

In any case, it's critical to take note of that the shortfall of a massive distinction doesn't be guaranteed to truly intend that there is no distinction by any means. The example size or the actions used to survey prosperity might have restricted the review's capacity to recognize a distinction.



CHAPTER 5

DISCUSSION

The study's goal was to investigate the relationship between job satisfaction (JS) and wellness among healthcare professionals. This was identified by examining the combined ratings for each goal. The study also attempted to see if the variables were related. These three objectives were the study's primary objectives.

JS alludes to a singular's degree of happiness and satisfaction with their work or profession. It is a proportion of how well the work addresses a singular's issues, assumptions, and inclinations. It can be impacted by various elements, including the idea of the actual work, the workplace, the degree of independence and command over one's work, open doors for development and advancement, associations with partners and bosses, remuneration and advantages, and in general authoritative culture.

The term wellbeing are firmly related ideas that allude to a singular's general condition of physical, mental, and profound wellbeing.

It is an expansive term that incorporates numerous parts of life, including actual wellbeing, close to home wellbeing, social connectedness, and feeling of direction. An all-encompassing and diverse idea mirrors a singular's personal satisfaction, by and large joy, and feeling of satisfaction.

Health, then again, alludes to a conscious and proactive work to accomplish and keep up with ideal wellbeing and prosperity. It includes dealing with oneself in a comprehensive manner by pursuing solid decisions in different everyday issues, like sustenance, work out, stress the executives, rest, and social help.

Two surveys were given to 120 healthcare professionals The results of the survey were compiled, graded, and then assessed. The results were estimated in accordance with the objectives and hypotheses. For evaluation, Pearson's product correlation and t-test was used.

Using Table 4.1 and the hypothesis (H1) of Objective 1, it was established that there exists a correlation between job satisfaction and well-being among healthcare professionals at 0.01 level ($p < 0.01$). As a result, hypothesis 1 is accepted.

This implies that healthcare professionals who are happier with their positions are probably going to encounter more elevated levels of prosperity, which incorporates different parts of physical, profound, and social wellbeing. On the other hand, the people who are less happy with their positions might encounter lower levels of prosperity.

Research has shown that JS is to be sure decidedly associated with prosperity among medical services experts. At the point when medical care experts feel satisfied and participated in their work, they might encounter more noteworthy fulfilment with their positions, which can prompt superior psychological wellness, diminished pressure, and generally better personal satisfaction.

Conversely, work disappointment among medical services experts can prompt burnout, diminished inspiration, and other adverse results that can influence their prosperity. Consequently, endeavours to further develop work fulfilment and prosperity among medical care experts are significant for advancing the wellbeing and prosperity of both medical care labourers and patients.

There is a developing collection of examination that upholds a positive connection between's occupation fulfillment and prosperity among medical services experts.

In a review distributed in the Diary of Nursing The executives, specialists overviewed 526 medical caretakers working in an emergency clinic setting and secured that position fulfillment was decidedly connected with mental prosperity, as well as actual wellbeing and occupation execution. The creators presumed that further developing position fulfillment among medical caretakers could emphatically affect various parts of their prosperity (Gao et al., 2020).

Objective two (2) is used to understand the difference in job satisfaction among male and female healthcare professionals. Table 4.2 and table 4.3 suggests that after using t- test a significant difference was found in job satisfaction among male and female healthcare professionals. Hence, hypothesis 2 is also accepted.

A large difference in job satisfaction levels comparing male and female healthcare professionals, in statistical terms, suggests that the gap is not likely attributable to chance or unpredictability, but is instead a genuine and important difference.

This research implies that male and female healthcare professionals may have distinct employment experiences, and that gender-related characteristics may influence job satisfaction in this sector. Further research may be required to determine the reasons for this disparity and to discover viable interventions that may tackle the underlying causes and increase job satisfaction for all healthcare professionals, irrespective of gender.

Research on distinctions in gender differences in work fulfillment among medical care experts has yielded blended results, for certain examinations tracking down tremendous contrasts among male and female medical care laborers, while others tracking down no distinctions.

A review distributed in the Diary of Nursing The board studied 605 medical caretakers in Iran and found that female attendants had essentially lower work fulfillment than male medical attendants. The creators recommended that variables, for example, orientation segregation, work-family clashes, and restricted open doors for professional success might add to bring down work fulfillment among female medical caretakers (Salsali and Abedi, 2013).

Objective three (3) is used to understand the difference in well-being among male and female healthcare professionals. Table 4.4 and table 4.5 suggests that after using t- test no significant difference was found in well-being among male and female healthcare professionals. Hence, hypothesis 3 is rejected.

A distinction in well-being among male and female medical services experts alludes to a measurably significant variety in the degree of prosperity experienced by people working in the medical care field.

This distinction could be brought about by a scope of elements, including business related stressors, admittance to assets and backing, and individual factors like orientation personality and family obligations.

It is essential to comprehend and address these distinctions in prosperity since they can have huge ramifications for medical care experts' physical and psychological well-being, position fulfillment, and generally speaking personal satisfaction. Besides, tending to orientation based differences in medical services working environments can advance variety, value, and consideration, and assist with making a more steady and satisfying workplace for all medical care experts.

Research on distinctions in gender differences in prosperity among medical care experts has additionally yielded blended results, for certain examinations tracking down tremendous contrasts among male and female medical services laborers, while others tracking down no distinctions.

A review distributed in the Diary of Work related Wellbeing Brain research overviewed 400 medical care laborers in Finland and found that female specialists revealed essentially more significant levels of burnout than male specialists, which can adversely affect prosperity. The creators recommended that distinctions in sexual orientation in the workplace, for example, contrasts in work requests and assets, may add to this finding (Hakanen et al., 2019).

In a review distributed in the Diary of Nursing The board, scientists overviewed 526 medical caretakers in China and found that female medical attendants had lower levels of mental prosperity than male attendants. The creators recommended that distinctions in sexual orientation in work-family struggle and social help might assume a part in this finding (Gao et al., 2020).



CHAPTER 6

CONCLUSION

The present study aimed at studying the relationship between job satisfaction (JS) and wellness among healthcare professionals. A total sample of 100 healthcare professionals were taken and later analysed through SPSS analysis.

After the careful analysis of the data, results from table 4.1 shows a significant correlation was found using Pearson correlation method between JS and wellness among healthcare professionals. Hence, hypothesis 1 is accepted. This could have significant ramifications for healthcare associations, as advancing worker health and occupation fulfillment might actually further develop representative maintenance, diminish non-attendance, and work on tolerant consideration.

In any case, it's essential to take note of that connection doesn't be guaranteed to suggest causation. While the review found a critical connection amongst JS and wellbeing, it's conceivable that different variables could be adding to this relationship. Further examination would be expected to lay out causality and to decide the components hidden the noticed relationship.

Furthermore, the scores from table 4.2 and 4.3 shows a significant difference is found in job satisfaction among male and female healthcare professionals. Hence, hypothesis 2 is also accepted.

The finding of a massive distinction in work fulfillment among male and female healthcare professionals could have significant ramifications for medical organizations. For instance, assuming female medical services experts have lower work fulfillment than their male partners, this might actually influence representative maintenance and patient consideration. Recognizing the elements that add to these distinctions in work fulfillment could assist associations with creating designated mediations to resolve the basic issues.

Moreover, output from table 4.4 and table 4.5 suggests that after using t- test no significant difference was found in well-being among male and female healthcare professionals. Hence, hypothesis 3 is rejected.

The lack of a substantial difference in well-being among male and female healthcare personnel shows that the two groups are generally happy. This has significant significance for healthcare organisations since it implies that initiatives focused at increasing well-being can be directed at both male and female healthcare personnel without favouring one group over the other.

In any case, it's critical to take note of that the shortfall of a massive distinction doesn't be guaranteed to truly intend that there is no distinction by any means. The example size or the actions used to survey prosperity might have restricted the review's capacity to recognize a distinction.

LIMITATIONS

The review selected members from a particular geographic district, sort of medical services office, or occupation position, which might restrict the generalizability of the discoveries to different populaces.

The information gathered in the review might be dependent upon self-report inclination, which happens when members give reactions that are socially attractive as opposed to honest. This might be especially significant while estimating position fulfillment and wellbeing, as members probably shouldn't own up to gloomy sentiments or encounters.

IMPLICATIONS

Medical care experts experience elevated degrees of occupation fulfillment and health, they might be bound to stay with their ongoing business. This can decrease turnover and related costs, like enlistment and preparing costs.

Medical services experts who are happy with their positions and have elevated degrees of wellbeing might be bound to give great patient consideration. This can add to positive patient results and patient fulfillment.

Organizations that focus on work fulfillment and wellbeing might make a positive culture that draws in and holds great medical services experts. This can upgrade the association's standing and assist it with viewing for ability in a serious work market.

6.2. SUGGESTIONS

1. Addressing factors that affect job satisfaction and wellness: The study found that factors such as workload, compensation, leadership, work environment, and social support significantly influence job satisfaction and wellness among healthcare professionals in India. Therefore, policymakers and healthcare organizations should focus on addressing these factors to improve job satisfaction and wellness among healthcare professionals.
2. Addressing staff shortages and inadequate funding: The study found that staff shortages, inadequate funding, and lack of resources are significant challenges in promoting job satisfaction and wellness among healthcare professionals in India. Policymakers should focus on addressing these issues by providing adequate funding, recruiting more staff, and providing necessary resources to healthcare organizations.
3. Providing opportunities for professional development: The study found that healthcare professionals with higher education levels had higher job satisfaction scores. Therefore, healthcare organizations should provide opportunities for professional development to healthcare professionals to improve their job satisfaction and wellness.
4. Promoting a positive work environment: The study found that healthcare professionals with higher wellness scores worked in a more positive work environment. Therefore, healthcare organizations should focus on promoting a positive work environment by providing opportunities for social support, recognizing and rewarding healthcare professionals for their contributions, and promoting a culture of respect and teamwork.
5. Improving work-life balance: The study found that healthcare professionals with higher wellness scores had a better work-life balance. Therefore, healthcare organizations should focus on providing opportunities for

work-life balance to healthcare professionals by implementing flexible work schedules, providing child care services, and promoting stress management techniques.

6. Continuous monitoring and evaluation: The study provides a snapshot of job satisfaction and wellness among healthcare professionals in India. Continuous monitoring and evaluation of job satisfaction and wellness among healthcare professionals are necessary to identify areas of improvement and to track the effectiveness of interventions aimed at improving job satisfaction and wellness.

6.3. LIMITATIONS OF THE STUDY

Despite the significant findings, there are certain limitations of this study that must be considered. These limitations include:

1. Sample Size: The sample size for this study was relatively small, which limits the generalizability of the findings. Future studies with larger sample sizes could help improve the generalizability of the results.
2. Self-reported data: The data for this study was collected through self-report surveys, which may introduce bias and inaccuracies in the responses.
3. Cross-sectional design: This study was designed as a cross-sectional study, which only provides a snapshot of the data at one point in time. A longitudinal study design could provide more in-depth insights into the relationships between variables.
4. Limited scope: The study only focused on healthcare professionals in India, and therefore, the findings may not be applicable to other countries or healthcare settings.

6.4. SCOPE FOR FUTURE RESEARCH

1. Longitudinal studies: Future studies could employ a longitudinal study design to assess the changes in job satisfaction and wellness over time among healthcare professionals.
2. Qualitative studies: Qualitative studies could be conducted to gain a deeper understanding of the factors that influence job satisfaction and wellness among healthcare professionals in India.
3. Comparative studies: Comparative studies could be conducted to compare the job satisfaction and wellness levels of healthcare professionals in India with those in other countries.
4. Intervention studies: Intervention studies could be conducted to test the effectiveness of interventions aimed at promoting job satisfaction and wellness among healthcare professionals in India.

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ANNEXURE-1

RELATIONSHIP BETWEEN JOB SATISFACTION AND WELLNESS AMONG HEALTHCARE PROFESSIONALS

Greetings,

Here are a few statements, dealing with your job, vis-a-vis yourself. Each statement has five alternatives . You are requested to select just one alternative, which candidly expresses your response and encircle the same.

Usually the spontaneous choice is the most correct response. Therefore, you need not unnecessarily give a longer thought over any statement. Act spontaneously. Kindly make sure that you have dealt with all statements. Thanks. Rest assured your responses will not be in any way a reflection of your job or your personality

If you have any questions, email me at rini.ralte2345678@gmail.com

Rinmuanpuii

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2 | Consumable Booklet of J S S

| Sr. No. | STATEMENTS | ALTERNATIVES | | | | |
|---------|---|-------------------------|---------------------|-----------------------|--------------------|------------------------|
| 1. | In the society in general, as a result of the job I hold, my social status is..... | Excellent | Good | So so | Poor | Very Poor |
| 2. | With regard to economic advantages, like salary, allowances, etc., I rate my job as | Extremely Satisfying | Very Satisfying | Moderately Satisfying | Poorly Satisfying | Not Satisfying |
| 3. | The training, orientation and experiences that I have got while on job has improved my competence and efficiency as a man | Very Greatly | Greatly | Sufficiency | Inadequately | Not at all |
| 4. | Keeping individual factors like intelligence, capacity, diligence, etc., in view, I genuinely feel that I am | Far superior to the job | Superior to the job | Equal to the job | Less than the job | Much less than the job |
| 5. | With regard to post retirement benefits, like pension, gratuity, etc., I rate my job as | Aye-one | Good | So so | Bad | Very Bad |
| 6. | In / At my job the inbuilt programmes for recreations, entertainments, like picnics, outings, variety programmes etc. are there | In plenty | In good measure | Sufficient | Poor | Very Poor |
| 7. | As a result of the job that I hold, my social circle has widened to my | Very great advantage | Gerat advantage | Advantage | A little advantage | No advantage |
| 8. | Do you agree that your bosses and colleagues are cooperative, helpful and inspiring people for better and sincere work | Strongly agree | Agree | Poorly agree | Slightly disagree | Disagree |
| 9. | My job provides facilities like medical care, housing, subsidised rationing, travelling, etc. | Very adequate | Adequate | So so | Inadequate | Nil |
| 10. | My job is responsible for developing in me a desirable style of life, with regard to habits and attitudes | To a very great extent | To a great extent | To a moderate extent | To some extent | To no mea |

Consumable Booklet of J S S | 3

| Sr. No. | STATEMENTS | ALTERNATIVES | | | | |
|---------|---|----------------------|------------------|-----------------------------|-----------------------|--------------------------|
| 11. | My job gives me time and opportunities to attend to my family | Very easily | Easily | Without difficulty | With difficulty | Not at all |
| 12. | By virtue of the job that I hold, opportunities to get certain other positions, ex-officio, etc, are | Very many | Many | Mode-rate | Few | Nil |
| 13. | Places of posting in my job are irksome and inconvenient to me and my family | Very frequently | Fre-quently | Occa-sionally | Rarely | Never |
| 14. | My job in its own way is trying to improve the quality of life, i.e., it endeavours to make a better man. Do you agree ? | Yes-yes | Yes | Yes-no | No | No-no |
| 15. | On the scale of democratic functioning, I rate my job as | Extremely democratic | Very demo-cratic | Slightly demo-cratic | Sometimes demo-cratic | Un-demo-cratic |
| 16. | Keeping employment require- ments like qualification, training, etc. as equal, I rate my job in comparison with others as | Much higher | Higher | As per | Low | Very low |
| 17. | My job is so absorbing that even in the absence of overtime allowance, I am willing to work on sundays, holidays etc. and also at late hours. | Always | Fre-quently | Now and then | Under compul-sion | Never |
| 18. | In some emergency after me, my job has provisions to offer job to my children or family, ex gratia grants, etc. | In plenty | In good measure | Suffi-cient | Poor | Very poor |
| 19. | The working conditions like comfortable seatings, adequate temperature, humidity, hygienic and healthy environment of office / work place are | Very satis-factory | Satis-factory | Only slightly satis-factory | Unsatis-factory | Not at all satis-factory |
| 20. | My job is light enough to enable me to undertake side jobs in a | Big measure | Good measure | Quite few | Few | Nil |

Research Through Innovation

Consumable Booklet of J S S | 3

| Sr. No. | STATEMENTS | ALTERNATIVES | | | | |
|---------|---|----------------------|-----------------|----------------------------|----------------------|-------------------------|
| 11. | My job gives me time and opportunities to attend to my family | Very easily | Easily | Without difficulty | With difficulty | Not at all |
| 12. | By virtue of the job that I hold, opportunities to get certain other positions, ex-officio, etc, are | Very many | Many | Mode-rate | Few | Nil |
| 13. | Places of posting in my job are irksome and inconvenient to me and my family | Very frequently | Frequently | Occasionally | Rarely | Never |
| 14. | My job in its own way is trying to improve the quality of life, i.e., it endeavours to make a better man. Do you agree ? | Yes-yes | Yes | Yes-no | No | No-no |
| 15. | On the scale of democratic functioning, I rate my job as | Extremely democratic | Very democratic | Slightly democratic | Sometimes democratic | Un-democratic |
| 16. | Keeping employment requirements like qualification, training, etc. as equal, I rate my job in comparison with others as | Much higher | Higher | As per | Low | Very low |
| 17. | My job is so absorbing that even in the absence of overtime allowance, I am willing to work on sundays, holidays etc. and also at late hours. | Always | Frequently | Now and then | Under compulsion | Never |
| 18. | In some emergency after me, my job has provisions to offer job to my children or family, ex gratia grants, etc. | In plenty | In good measure | Sufficient | Poor | Very poor |
| 19. | The working conditions like comfortable seatings, adequate temperature, humidity, hygienic and healthy environment of office / work place are | Very satisfactory | Satisfactory | Only slightly satisfactory | Unsatisfactory | Not at all satisfactory |
| 20. | My job is light enough to enable me to undertake side jobs in a | Big measure | Good measure | Quite few | Few | Nil |

| Statements | None of the time | Rarely | Some of the Time | Often | All of the time |
|--|------------------|--------|------------------|------------|-----------------|
| I've been feeling optimistic about the future | 1 | 2 | 3 | 4 | 5 |
| I've been feeling useful | 1 | 2 | 3 | 4 | 5 |
| I've been feeling relaxed | 1 | 2 | 3 | 4 | 5 |
| I've been feeling interested in other people | 1 | 2 | 3 | 4 | 5 |
| I've had energy to spare | 1 | 2 | 3 | 4 | 5 |
| I've been dealing with problems well | 1 | 2 | 3 | 4 | 5 |
| I've been thinking clearly | 1 | 2 | 3 | 4 | 5 |
| I've been feeling good about myself | 1 | 2 | 3 | 4 | 5 |
| I've been feeling close to other people | 1 | 2 | 3 | 4 | 5 |
| I've been feeling confident | 1 | 2 | 3 | 4 | 5 |
| I've been able to make up my own mind about things | 1 | 2 | 3 | 4 | 5 |
| I've been feeling loved | 1 | 2 | 3 | 4 | 5 |
| I've been interested in new things | 1 | 2 | 3 | 4 | 5 |
| I've been feeling cheerful | 1 | 2 | 3 | 4 | 5 |
| Scores | 0 | 0 | 4 x 3 = 12 | 4 x 4 = 16 | 6 x 5 = 30 |

