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Title

Work environment and its relationship with job satisfaction among doctors
in King Abdulaziz hospital Jeddah

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Introduction

King Abdulaziz Hospital Jeddah is a Saudi-led regional health center in Jeddah, province of Mecca, operating under the management of the Ministry of Health. However, the hospital not only serves the community of Jeddah but is also responsible for serving the secondary health needs of the entire population of the western region of Saudi Arabia. Over the years, this reputable hospital has served with great commitment to the patients and masses, but it has experienced an increase in patient volume, and gradual transition from traditional paper-based systems to advanced information technology has significantly affected the work environment and professional life of doctors. This apparent change in the healthcare system has compelled healthcare organizations to examine the various challenges faced by doctors in the healthcare environment and to start focusing on job satisfaction. Investment in human resources is essential for healthcare organizations to achieve high output and high patient satisfaction. However, it is well evidenced in the literature that healthcare organizations' efforts to improve the quality of medical services and job satisfaction of healthcare professionals are not purely altruistic. Instead, recent practices in healthcare policies and management are more focused on aligning the missions and goals of healthcare organizations with the aims of doctors and patients through the creation of a conducive work environment for professionals so that they can provide high output with strong patient satisfaction and prove themselves as a productive workforce.

Within the healthcare industry, doctors play an important role in delivering high-quality medical treatment and guaranteeing favorable patient results. Their line of work requires them to make critical decisions at great risk, spend long hours, and constantly adjust to changing medical procedures. Thus, their performance and well-being are greatly impacted by their work environment, which also has a major impact on their total job satisfaction. The work environment in a hospital context is influenced by several important factors, including communication, teamwork, workload, and resource availability. Healthcare workers collaborate, communicate openly, and feel supported when they work in favorable settings. Conversely, an unfavorable work atmosphere, marked by elevated stress levels, insufficient resources, and poor interaction, can result in discontent and burnout. [Turki, A. k. \(2022, 4 27\).](#)

Analyzing the connection between the work environment and job satisfaction is essential, given the special difficulties encountered by physicians at King Abdulaziz Hospital. The purpose of this study was to examine the elements that enter the hospital work environment and how these elements affect doctors' job happiness. Healthcare administrators and legislators can improve job satisfaction, retention rates, and overall healthcare results by implementing focused methods to improve the work environment through a better knowledge of these dynamics.

It is imperative to investigate the complex relationship between the work environment and the job satisfaction of physicians at King Abdulaziz Hospital to establish a more encouraging and accommodating work environment. This study aimed to clarify the particular elements of the workplace that affect job satisfaction.

Additionally, factors at the organizational level, such as hospital culture and management behavior, also contribute to doctors' job satisfaction.

Source 1:

This study investigates the impact of job satisfaction on faculty performance in the application of quality systems at the College of Administrative Sciences in Najran University, KSA [\(khalid Hassan Elbashir, 2016\)](#).

Source 2:

Using a system framework derived from Neuman and Kast and Rosenzweig, the purpose of this survey was to ascertain the relationship between job satisfaction among nurse faculty and selected demographic variables, organizational characteristics, and role orientation.

Source 3:

Mayo argued that the key determinant of job satisfaction was group interaction and highlighted the importance of good leadership and satisfying personal relationships in the workplace.

Source 4:

The nature of work also plays a significant role in job satisfaction among doctors. Doctors with higher levels of job satisfaction tend to have a greater sense of autonomy, flexibility, and discretion in their work.

Source 5:

According to a study conducted by Mansour on faculty members at An-Najah National University, the degree of job satisfaction among doctors in King Abdulaziz Hospital in Jeddah is influenced by their work environment [\(Hafsa Yahea Aljamal, 2020\)](#). The study found that doctors in King Abdulaziz Hospital in Jeddah, who have a positive work environment characterized by autonomy, flexibility, and supportive colleagues and supervisors, tend to experience higher levels of job satisfaction. Studies have indicated that among physicians working in the healthcare industry, job satisfaction is highly connected to role conflict, head nurse leadership, supervisory relationships, autonomy, stress, and the nature of the work itself.

Physicians with choice, autonomy, and flexibility in their work typically report greater job satisfaction. Their total level of job satisfaction is influenced by the sense of fulfillment and control they get from their employment, also doctors who understand their jobs and responsibilities well and have clear standards also typically have better work satisfaction.

This study aimed to examine the connection between doctors' job happiness and the work environment at King Abdulaziz Hospital in Jeddah. This study's findings offer insightful information about the elements that influence doctors' job satisfaction at this institution. According to the poll, doctors' job happiness and work atmosphere were significantly correlated. According to this study, doctors who had a good perception of their workplace expressed more job satisfaction. These results imply that improving the work environment of doctors can increase their level of job satisfaction. The study also discovered several workplace elements, such as role conflict, head nurse leadership, supervisory relationships, and autonomy, which are highly correlated with job satisfaction.

Statement of the Research Problem

Several possible issues or difficulties may come up when examining the connection between the working environment and job satisfaction among physicians at King Abdulaziz Hospital in Jeddah. The development of successful treatments to enhance the general well-being of healthcare professionals depends on the identification and resolution of these problems. First, a high workload, with doctors frequently having significant workloads, including extended workdays that can lead to stress and exhaustion, could be one of the prevalent issues. Healthcare providers may be burdened more individually if there is insufficient staffing. Secondly, insufficient resources. Without sufficient access to technology and medical equipment, doctors might not be able to provide the best treatment possible for their patients. The workload for doctors may also grow due to a shortage of administrative and nursing staff members. Communication issues such as misunderstandings, hold-ups, and irritation can arise from inadequate communication among healthcare team members or departments.

Furthermore, unclear organizational policies and objectives might arise from poor communication between medical staff and management. Doctors' job discontent may be exacerbated by a poisonous or unfavourable corporate culture. Morale and motivation may suffer if medical practitioners' contributions are not acknowledged. For doctors, there may be insufficient possibilities for professional growth and ongoing education, which could impede their ability to succeed in their careers. Lack of supervision and mentorship may have an effect on job satisfaction, especially for younger doctors. A good work-life balance may be difficult to achieve in the medical industry due to its demanding nature, which may lead to an insufficient work-life balance.

High levels of stress and demanding patient care duties are two things that might contribute to physician burnout and mental health issues. There may not be enough mental health resources, and the stigma associated with getting treatment for mental health problems may deter physicians from getting support. Physicians' emotional health may be impacted by handling tough patient cases, unsatisfactory patient results, or difficult patient relationships. In order to address these issues and establish a productive and encouraging work environment for physicians at King Abdulaziz Hospital in Jeddah, a comprehensive and cooperative strategy involving hospital administration, legislators, and healthcare professionals is needed.

Importance of Research

It is critical to understand the significance of the work environment and how it relates to doctors' job satisfaction at King Abdulaziz Hospital in Jeddah for several reasons. You must improve your patients' care. Doctors who work in a favorable environment report higher job satisfaction, which can have a positive effect on the standard of patient care. Content and driven healthcare personnel are more likely to provide their patients with careful and considerate care. Maintaining skilled personnel, experts, and seasoned doctors is more likely to stay in their current positions in a supportive work environment.

Healthcare workers' decisions to remain in their existing roles are largely influenced by their job satisfaction, which lowers turnover rates and guarantees the continuity of patient care. Healthcare workers with enhanced efficiency and productivity are more likely to collaborate, operate as a team, and communicate well in a favorable work atmosphere. As a result, physicians may provide healthcare services more effectively and productively since they collaborate well with support personnel and other physicians.

Doctors' morale increases when they feel encouraged, cherished, and valued, which creates a more upbeat and hopeful environment at the hospital.

Top medical talent tends to visit hospitals with a reputation for offering a positive work environment. Skilled physicians are drawn to appealing workplaces, giving employers a competitive advantage in attracting medical talent.

Enhanced collaboration and communication-friendly workplaces promote candid communication and teamwork among the medical staff. Physicians who find fulfilment in their work are more likely to invest in and commit to their profession. Engaging medical staff is essential to upholding a hospital's excellent reputation, encouraging quality improvements, and accomplishing organizational objectives. The impact of the work environment on physician job satisfaction at King Abdulaziz Hospital in Jeddah extends beyond individual well-being; it influences patient care, staff retention, hospital performance, and overall healthcare results. Financial assistance for a positive work environment is an investment in the prosperity and well-being of medical staff members, as well as the patients they serve.

The primary objective of this study was to ascertain how doctors at Jeddah's King Abdulaziz Hospital's workplace conditions and job satisfaction are related to one another. The study aims to ascertain the different demographics of the doctors employed at King Abdulaziz Hospital in Jeddah, as well as their perceptions of the hospital's work environment. Additionally, this study seeks to identify the factors that influence doctors' satisfaction with their jobs at King Abdulaziz Hospital and determine whether there is a significant relationship between the two. Finally, the study provides solid suggestions for enhancing the working atmosphere and job happiness among doctors at King Abdulaziz Hospital.

Study Significance

The King Abdulaziz Hospital in Jeddah's study on the working environment and its relationship with job satisfaction among physicians might offer important insights into the factors affecting the productivity and well-being of healthcare workers. Such a study may have many different effects, supporting both theoretical research and real-world applications. There are some potential elements and implications of the study: healthcare quality and patient outcomes, turnover costs, productivity and efficiency, ethical considerations, and local context awareness. This research, which analyzes the relationship between the work environment and job satisfaction among doctors at King Abdulaziz Hospital, can provide significant information that can be used to improve both the working conditions for healthcare workers and the overall quality of patient care.

Research Questions

Each research question will be operationalized and will guide the specific data analysis to be done so that the findings and the conclusions will be logically and practically conclusive. The research will seek to gather the views from doctors in various categories and experience, aligning evidence to either support or disapprove the idea that medical practice relies on evidence-based reasoning.

Demographic Information

1. Age: ☐
2. Gender: ☐ Male ☐ Female
3. Years of experience as a doctor: ☐
4. Specialty: ☐
5. Employment status: ☐ Full-time ☐ Part-time

The research questions investigate the elements that influence job happiness among doctors at King Abdulaziz Hospital as well as the link between work environment and job satisfaction.

1. On a scale of 1 to 5 "What is the relationship between the job satisfaction and work environment among doctors in King Abdulaziz Hospital?"

☐ 1 (Very poor) ☐ 2 ☐ 3 ☐ 4 ☐ 5 (Excellent)

2. On a scale of 1 to 5" How satisfied are doctors at King Abdulaziz Hospital with their jobs?"

☐ 1 (Very poor) ☐ 2 ☐ 3 ☐ 4 ☐ 5 (Excellent)

3. Do you think that the staff and administration communicate effectively with one another?

☐ Strongly disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly agree

4. What are the possible elements of the work environment that might promote doctors' job satisfaction at the King Abdulaziz Hospital?

.....

5. How pleased are you with the work-life balance your employment offers?

☐ Very dissatisfied ☐ Dissatisfied ☐ Neutral ☐ Satisfied ☐ Very satisfied

6. Do you have any additional comments or suggestions regarding the work environment and job satisfaction at the King Abdulaziz Hospital?

.....

Research Objective

The research goal of "Work environment and its relationship with job satisfaction among doctors in King Abdulaziz Hospital, Jeddah" probably investigates various components of the workplace environment and their influence on the level of job satisfaction of doctors employed at the hospital. For example, this can be achieved by identifying factors such as workload, interpersonal relationships between workers, access to resources, organizational culture, leadership styles, and opportunities for career growth and professional development. The goal will be to explore the environmental factors that either contribute or hinder the job satisfaction of doctors in the hospital, and with the ultimate mission of pinpointing the areas for improvement necessary to advance their wellness and effectiveness in providing patient care.

Research Hypotheses

H1: Workers' job satisfaction at King Abdulaziz Hospital, Jeddah, will have a positive correlation with the quality of the work environment.

HA: The quality of the work environment was found to be a negative factor affecting the satisfaction of doctors at King Abdulaziz Hospital, Jeddah.

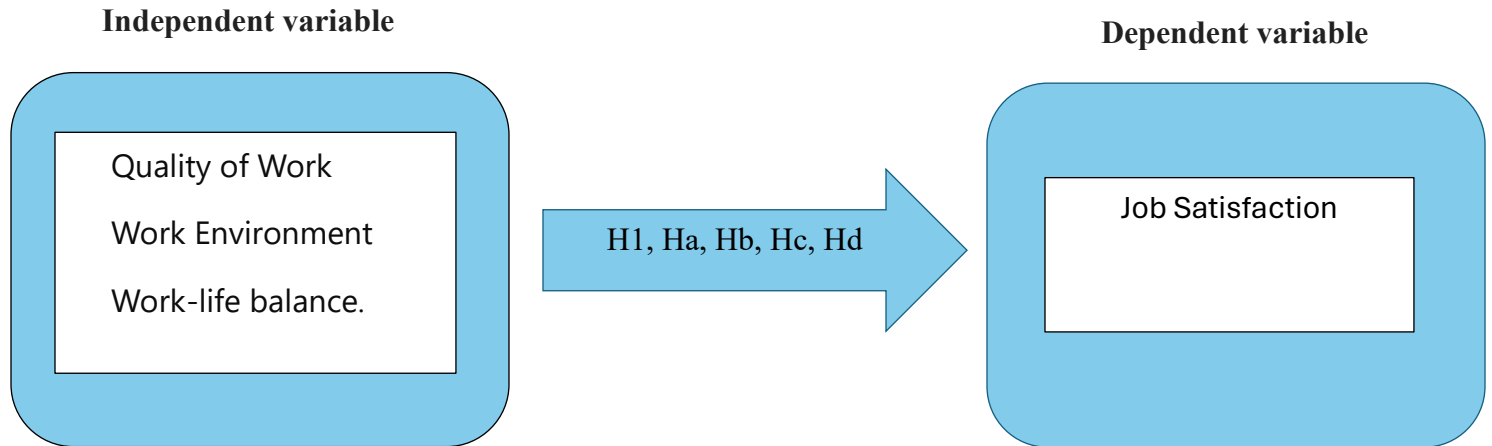
HB: The effect of hospital environment quality on doctors' job satisfaction in King Abdulaziz Hospital, Jeddah, is mediated by several factors such as workload, communication, or feedback from managers.

HC: The association between the work environment and job satisfaction of doctors working in King Abdulaziz Hospital, Jeddah, is different, based on the level of knowledge and experience or specialization of the doctors.

HD: A nonlinear association can be found between the level of the work environment and doctors' job satisfaction in King Abdulaziz Hospital, Jeddah, where doctors' job satisfaction can either increase or decrease depending on certain thresholds or conditions in the work environment.

Research model:

The following figure shows the relationship between the study variables and the study hypotheses as follows these alternative hypotheses provide a range of possibilities for understanding how the work environment may relate to job satisfaction among doctors in hospitals, including positive, negative, moderated, experience-specific, and non-linear relationships.



Scope of the study

The recommended industry in this topic concerning "Work environment and its relationship with job satisfaction among doctors in King Abdulaziz Hospital, Jeddah" is healthcare management or healthcare administration. This area is within the confines of healthcare management research that seeks to investigate the factors that account for the efficiency of healthcare provision, including organizational behaviour, human resource management, and job satisfaction within healthcare systems.

Indeed, the research will concentrate on the type of labour, the company's culture, and the staff relationships within the King Abdulaziz Hospital Branch in Jeddah and how it affects doctors' job satisfaction. Such a study may have the potential for application in hospitals, administrations, policies, and healthcare professionals striving to rehabilitate the work environment favorably and increase the job satisfaction of doctors, consequently making it possible to achieve the desired results in therapy.

Research Methodology

The study would need to outline its methodology, including the research design:

Research Philosophy: Positivism

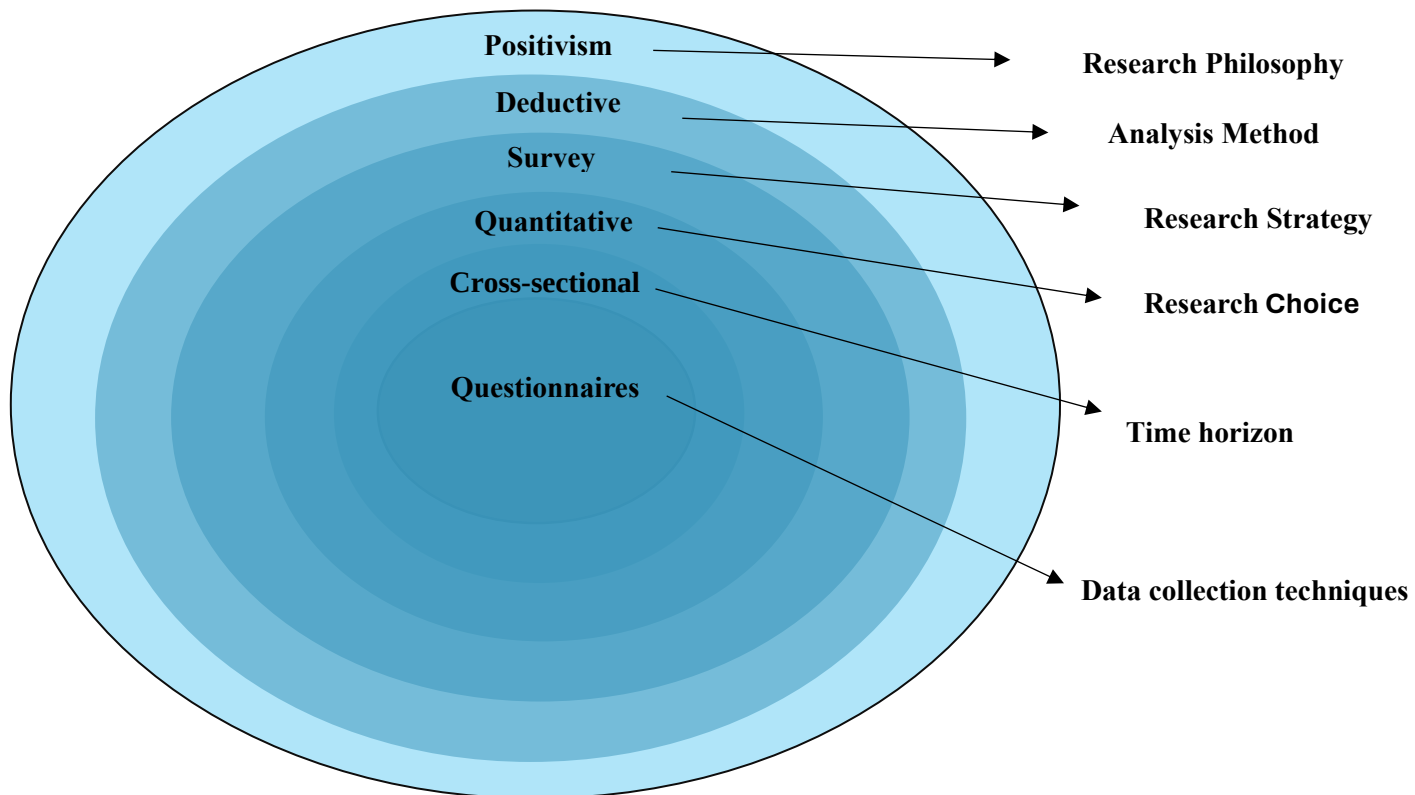
Analysis Method: Deductive

Research Strategy: Survey

Research Choice: Quantitative.

Time horizon: Cross-sectional

Data collection techniques: Questionnaires



Suggested Project Structure

Chapter 1: Introduction

Chapter 2: Literature Review

Chapter 3: Research Methodology

Chapter 4: Statistical Analysis

Chapter 5: Findings` Discussion and Conclusion

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