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ABSTRACT

Objective:
To compare the level of job satisfaction of public and private sector health care workers working in tertiary care hospitals Karachi-Pakistan.

Background:
Job satisfaction and job's work significantly reduces the productivity and overall performance of medical examiners. A powerful fitness tool is not usually possible without satisfied team of workers. Every year many irritated experts end their jobs on the lookout for higher opportunities. That is why the subject of satisfaction inside the public and personal health care sectors in Pakistan has been mentioned in advance. These checks have been executed to evaluate the pleasure of clinical professionals in public and private hospitals for diverse purposes.

Methods:
A cross-sectional comparative study was conducted in a Public and Private tertiary care hospitals Karachi, Pakistan to assess and compare job satisfaction among doctors, nurses and paramedical staff over the period of one month from September to October 2020. An online sample size calculator, open epi (Version 3.01) was used to calculate the sample size. From a Peshawar Pakistani study, (27) taking minimum prevalence of job satisfaction among healthcare providers as 31% (at 90% confidence level with a design effect of 1.0), the total sample size estimated was 228. After proportionate the calculated sample size was 114 for public and 114 for private hospital. Convenient sample technique was considered. Data were accrued the use of the Job Satisfaction Survey (JSS) for queries and statistically analyzed by using version 22 of the SPSS.
Results:
In the present study out of 228 participants, majority (55.7%) were female and rest were male. Most of the respondent (53.5 %) lie in the age group of 24-33 years of age. The majority (65.7%) of the respondents were married and the rest were unmarried and divorced. Apart of this, majority (55.7%) of the study participants were nurses and the rest were doctors and paramedical staff. Public sector hospital health care worker’s particular nurses are more satisfied as compared to private sector on the basis of median value (16) showed in histogram Figure 01. In addition to this job security issue is one of the key variables which dissatisfied the private health care workers.

Conclusion:
It is evident from the study that the nurses working in public sectors are more satisfied than in Private sector. Stakeholders of the private hospitals should solve the problems of health care workers for better patient care.

Key Words; Job satisfaction, Health Care Workers, Public and Private Sector, Tertiary Care Hospitals, Karachi, Pakistan.

Introduction

Job satisfaction can be defined as a state of wellbeing that results from the presence of collection of factors known as hygiene factors and motivational factors at the work settings. In workplace, hygiene factors are considered to be motivational factors present in job to motivate workers toward accomplishment of daily work (ZIEGLER, HAGEN & DIEHL, 2012). But eventually it may not lead to have positive outcome in longer run. Whereas if these factors are not present at workplace, then it may result to some serious dissatisfaction. The ultimate aim of hygiene factors aims to pacify workers rather than making them demotivated. The main focus of it would be reasonable adjustments. These factors ought to be extrinsic and ideal for workplace. It also said as dissatisfies or maintenance factors involving the aims to avoid dissatisfaction. Mainly it also triggers physiological need where people strive to work as to achieve what they wanted. It may include pay package, company policy and administrative policy, adequate working condition, fringe benefits, supervision or mentoring, status, communication among the staff members and job security. These serve as an indicator that shows the feeling of individuals about their profession and the performance level of duties. Employee’s productivity, performance, turnover, work stress, leadership skills, social life and health are greatly influenced by their level of job satisfaction. It has now become a point of concern for many organizations including health care centers (R, 2020).

The aim of motivational factors or motivators is to cultivate positive satisfaction towards inner self. Such factor is ideal for working conditions. The basic aim of motivators or motivation factors is to enhance the performance and make it superior enough for the better outcomes of organization. Hence such factors can also be referred as satisfiers (Zahaj, Saliaj, Metani, Nika & Alushi, 2016). These factors are involved in the job task. The satisfiers also work as reward and appraisal for the employees to make them motivated enough to work. It also triggers the psychological needs which also work as an additional factor to motivate the employees.
In the health sector, dissatisfaction with the workload, low pay package, inadequate working environment and a state of distress not only affects employee’s mental and physical health but patient’s satisfaction and care too. Job satisfaction among health care workers should be of high concern (Alessandri, Borgogni & Latham, 2016).

Research outcomes in Pakistan display overwork and dissatisfaction within the workplace, overwork associated with overwork, the answer for unfair nurses, dissatisfaction or financial incentives, and sturdy evaluations protected inside the listing of nursing managers. Additional entertainment capabilities that paintings with a global corporation, getting an expansion of affected man or woman talks, and getting a tool and stuff.

There are different factors which can improve the staff turnover; such as hygiene factors and Motivational factors. On the one hand hygiene factors is one of the important motivators for organization to increase level of motivation among jobs. It may include pay, company policy and administrative policy, adequate working condition, fringe benefits, supervision or mentoring, status, communication among the staff members and job security (Erben & Akınç Büyüktas, 2020). On the other hand, motivational factors or motivators yield positive satisfaction. These elements are saluted with work to motivate employees as to excel and lead through their performances. It adds up the level of recognition, accountability, development, and promotional chances towards the jobs and for the organization as well. Hygiene and motivational factors are highlighted in figure 03.

The hygiene factors and motivators play important role in job satisfaction. Lack of it decreases employee performance and satisfaction and ultimately increases the employee turnover rate. Job's happiness and satisfaction may be decided with the assist of things that outline the connection between personnel and the corporation. The power of the business corporation seeks suggestions for matters that seem to assist or forestall personnel from wearing out their responsibilities. Various researchers have contributed drastically to their informative findings on problems affecting the entertainment of the manner and the function made through the diverse coverage indicators. Some of these are mentioned in figure (02).

In Pakistan, Health Care Providers work has suffered from an absence of team through the years, particular making nurses a valuable asset. The shortage of nurses is because of their migration to advanced international locations looking for higher wages and advantages. Occupational accidents that threaten the retention of nurses are a primary problem for health workers. The Joint Learning Initiative Report 2004 and the World Health Report in 2006 rank Pakistan as one of the 57 worst acting locations in the world. Although there are 109 competencies and colleges for you. S. A., The shortage of nurses however hampers using all of the more than forty-four, registered nurses in Pakistan. I actually have a fantastic nurse who's tested by means of the usage of the community, especially: 1: 3, 043, 965 rural hospitals correcting the lack of this important phase of the reinforcement device. This shortage of nurses is taken into consideration inside the 2.7: 1 exchange rate not unusual in the U.S. Inside the US. However, research outcomes in Pakistan display overwork and dissatisfaction within the workplace, overwork associated with overwork, the answer for unfair nurses, dissatisfaction or financial incentives, and sturdy evaluations protected inside the listing of nursing managers.
Additional entertainment capabilities that paintings with a global corporation, getting an expansion of affected man or woman talks, and getting a tool and stuff. This study has been conceptualized to understand the relationship among hygiene and motivators factors and job satisfaction of health care providers working in public and private sectors hospital.

**Methodology.**

This cross-sectional comparative study was conducted on the health care providers working in public and private sectors tertiary care hospitals, Karachi from September to October 18, 2020. A convenient sampling technique was used. An online sample size calculator, open epi (Version 3.01) was used to calculate the sample size. From a Peshawar Pakistani study, (27) taking minimum prevalence of job satisfaction among healthcare providers as 31% (at 90% confidence level with a design effect of 1.0), the total sample estimated size was 228. After proportionate the calculated sample size was 114 for each public and private hospital. The health care providers working in this hospital having work experience more than three months were included and the health care providers who were on leave, absent and having less than three-month work experience were excluded from the study. After taking the permission from hospital authority and consents from the respondents, Job Satisfaction Survey (JSS) questionnaire were used. The data were analyzed through SPSS version 22. Descriptive statistics were presented through percentage with frequency and a chi square test (p-value) was applied for the comparison.

**Results.**

In the present study out of 228 participants, majority (55.7%) were female and rest were male. Most of the respondent (53.5%) lie in the age group of 24-33 years of age. The majority (65.7%) of the respondents were married and the rest were unmarried and divorced. Apart of this, majority (55.7%) of the study participants were nurses and the rest were doctors and paramedical staff. According to the education level majority (31.1%) of the participants were diploma nurses and the rest were MBBS, FCPS, Post RN/BSN and diploma in critical care. More than half (57.4%) of the respondents have mid-level of designation. Majority (33.8%) lies in 5-9 years of experience (Table 01).

Majority of the health care providers were satisfied; public sector nurses are more satisfied as compare to private sector nurses in regards of I get a sense of personal accomplishment form my work, the benefits offered by the Hospital meet my needs, the Hospital pay policy helps attract and retain high performing employees, I have opportunities to get promoted at my work, my Manager is available to me when I have questions or need help, my manager reviews my progress, co-workers share information and new ideas throughout the hospital and Meetings are usually chaired by competent and articulate individuals who can effectively communicate ideas and information (Table 2).
Public sector hospital health care worker’s particular nurses are more satisfied as compared to private sector on the basis of median value (16) showed in histogram Figure 01. In addition to this job security issue is one of the key variables which dissatisfied the private health care workers. Moreover, two independent sample t-test confirmed that the mean score of domain promotion policy in public sector showed significant difference (p-value 0.05) (Table 04).

Table 1: Demographic characteristics of the study participants (n=228).

<table>
<thead>
<tr>
<th>Study variables</th>
<th>Public sector n (%)</th>
<th>Private sector n (%)</th>
<th>Total n (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>54 (53.5%)</td>
<td>47 (46.5%)</td>
<td>101 (44.3%)</td>
</tr>
<tr>
<td>Female</td>
<td>60 (47.2)</td>
<td>67 (52.8)</td>
<td>127 (55.7)</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24-33 years</td>
<td>41 (33.6)</td>
<td>81 (66.4)</td>
<td>122 (53.5)</td>
</tr>
<tr>
<td>34-43 years</td>
<td>67 (73.6)</td>
<td>24 (26.4)</td>
<td>91 (39.9)</td>
</tr>
<tr>
<td>44-53 years</td>
<td>6 (40.0)</td>
<td>9 (60.0)</td>
<td>15 (6.5)</td>
</tr>
<tr>
<td><strong>Marital status</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Married</td>
<td>64 (42.7)</td>
<td>86 (57.3)</td>
<td>150 (65.7)</td>
</tr>
<tr>
<td>Un-married</td>
<td>39 (65.0)</td>
<td>21 (35.0)</td>
<td>60 (26.3)</td>
</tr>
<tr>
<td>Divorce</td>
<td>11 (61.1)</td>
<td>7 (38.9)</td>
<td>18 (7.9)</td>
</tr>
<tr>
<td><strong>Study participants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctors</td>
<td>28 (57.1)</td>
<td>21 (42.9)</td>
<td>49 (21.5)</td>
</tr>
<tr>
<td>Nurses</td>
<td>60 (47.2)</td>
<td>67 (52.8)</td>
<td>127 (55.7)</td>
</tr>
<tr>
<td>Paramedical staff</td>
<td>26 (50.0)</td>
<td>26 (50.0)</td>
<td>52 (22.8)</td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MBBS</td>
<td>18 (47.4)</td>
<td>20 (52.6)</td>
<td>38 (16.7)</td>
</tr>
<tr>
<td>FCPS</td>
<td>10 (90.9)</td>
<td>1 (9.1)</td>
<td>11 (4.9)</td>
</tr>
<tr>
<td>General Nursing Diploma</td>
<td>31 (43.7)</td>
<td>40 (56.3)</td>
<td>71 (31.1)</td>
</tr>
<tr>
<td>Post RN BSN/GBSN</td>
<td>32 (54.2)</td>
<td>27 (45.8)</td>
<td>59 (25.9)</td>
</tr>
<tr>
<td>Diploma in Critical Care</td>
<td>23 (46.9)</td>
<td>26 (53.1)</td>
<td>49 (21.5)</td>
</tr>
<tr>
<td><strong>Designation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entry level</td>
<td>47 (59.5)</td>
<td>32 (40.5)</td>
<td>79 (34.6)</td>
</tr>
<tr>
<td>Mid-level</td>
<td>60 (45.8)</td>
<td>71 (54.2)</td>
<td>131 (57.4)</td>
</tr>
<tr>
<td>Managerial level/Supervisor</td>
<td>7 (38.9)</td>
<td>11 (61.1)</td>
<td>18 (7.9)</td>
</tr>
<tr>
<td><strong>Experience</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0-4 years</td>
<td>51 (52.6)</td>
<td>46 (47.4)</td>
<td>97 (42.5)</td>
</tr>
<tr>
<td>5-9 years</td>
<td>37 (48.1)</td>
<td>40 (51.9)</td>
<td>77 (33.8)</td>
</tr>
<tr>
<td>10-14 years</td>
<td>23 (45.1)</td>
<td>28 (54.9)</td>
<td>51 (22.4)</td>
</tr>
<tr>
<td>&gt;15 years</td>
<td>3 (100.0)</td>
<td>0 (0)</td>
<td>3 (1.3)</td>
</tr>
</tbody>
</table>

Table 2: Comparison of Job Satisfaction between Public and private hospitals (N=228).

<table>
<thead>
<tr>
<th>Item</th>
<th>CATEGORIES</th>
<th>Agree %</th>
<th>Strongly Agree %</th>
<th>Neutral %</th>
<th>Disagree %</th>
<th>Strongly Disagree %</th>
<th>p-value</th>
</tr>
</thead>
</table>

www.turkjphysiotherrehabil.org
1. I enjoy working at this hospital
   - Public: 37.0% 16.4% 8.2% 28.8% 9.6%
   - Private: 50.0% 14.3% 7.1% 26.2% 2.4%
   - 0.516

2. I get a sense of personal accomplishment from my work
   - Public: 30.1% 8.2% 27.4% 24.7% 9.6%
   - Private: 45.2% 26.2% 11.9% 14.3% 2.4%
   - 0.008*

3. I can see how I contribute to the Hospital bottom line
   - Public: 43.8% 12.3% 15.1% 12.3% 16.4%
   - Private: 52.4% 14.3% 21.4% 4.8% 7.1%
   - 0.346

4. I am made to feel that I am an important part of the Hospital
   - Public: 26.0% 12.3% 21.9% 26.0% 13.7%
   - Private: 35.7% 23.8% 19.0% 7.1% 14.3%
   - 0.090

5. I feel good about working in My Department
   - Public: 50.7% 0.0% 19.2% 23.3% 6.8%
   - Private: 59.5% 4.8% 11.9% 14.3% 9.5%
   - 0.196

6. The benefits offered by the Hospital meet my needs
   - Public: 49.3% 8.2% 13.7% 13.7% 15.1%
   - Private: 28.6% 21.4% 31.0% 2.4% 16.7%
   - 0.008*

7. The Hospital pay policy helps attract and retain high performing employees
   - Public: 38.4% 6.8% 24.7% 21.9% 8.2%
   - Private: 47.6% 19.0% 7.1% 9.5% 16.7%
   - 0.014*

8. I am satisfied with the level of pay I receive
   - Public: 39.7% 12.3% 16.4% 24.7% 6.8%
   - Private: 28.6% 16.7% 19.0% 26.2% 9.5%
   - 0.797

9. I feel I am adequately paid compared to my colleagues at other companies
   - Public: 52.1% 1.4% 20.5% 19.2% 6.8%
   - Private: 64.3% 2.4% 23.8% 9.5% 0.0%
   - 0.244

10. My Supervisor is always trying to make sure I am fairly compensated
    - Public: 53.4% 5.5% 21.9% 11.0% 8.2%
    - Private: 33.3% 9.5% 23.8% 16.7% 16.7%
    - 0.253

11. The Hospital offers a comprehensive benefits package
    - Public: 35.6% 11.0% 12.3% 23.3% 17.8%
    - Private: 26.2% 16.7% 23.8% 14.3% 19.0%
    - 0.327

12. The hospital offers better benefits than other hospitals
    - Public: 35.6% 11.0% 12.3% 23.3% 17.8%
    - Private: 26.2% 16.7% 23.8% 14.3% 19.0%
    - 0.327

13. I have the materials and equipment that I need in order to do my work right.
    - Public: 50.7% 11.0% 17.8% 20.5% 0.0%
    - Private: 45.2% 4.8% 21.4% 21.4% 7.1%
    - 0.150

14. I feel free to do things the way I like at work.
    - Public: 45.2% 5.5% 13.7% 17.8% 17.8%
    - Private: 40.5% 0.0% 16.7% 19.0% 23.8%
    - 0.541

15. I’m engaged in meaningful work.
    - Public: 50.7% 5.5% 12.3% 27.4% 4.1%
    - Private: 66.7% 2.4% 14.3% 16.7% 0.0%
    - 0.297

16. I have energy at the end of each work day to attend to the people I care about.
    - Public: 52.1% 5.5% 19.2% 15.1% 8.2%
    - Private: 50.0% 0.0% 19.0% 28.6% 2.4%
    - 0.181

17. I feel good about working in My Department
    - Public: 57.5% 1.4% 8.2% 21.9% 11.0%
    - 0.149
<table>
<thead>
<tr>
<th>Item</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
<th>Public</th>
<th>Private</th>
</tr>
</thead>
<tbody>
<tr>
<td>I look forward to going to work on Monday morning.</td>
<td>Private</td>
<td>54.8%</td>
<td>4.8%</td>
<td>21.4%</td>
<td>14.3%</td>
<td>4.8%</td>
<td>0.385</td>
<td>0.036*</td>
<td>0.0160</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.278</td>
<td>0.031*</td>
<td>0.038*</td>
<td>0.022*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am able to balance my family and work life</td>
<td>Public</td>
<td>56.2%</td>
<td>4.1%</td>
<td>12.3%</td>
<td>24.7%</td>
<td>2.7%</td>
<td></td>
<td>0.032%</td>
<td>0.064</td>
<td>0.055</td>
<td>0.011</td>
<td>0.147</td>
<td>0.044</td>
<td>0.023</td>
<td>0.025</td>
<td>0.003</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have opportunities to get promoted at my work</td>
<td>Public</td>
<td>61.6%</td>
<td>2.7%</td>
<td>27.4%</td>
<td>5.5%</td>
<td>2.7%</td>
<td></td>
<td>0.036*</td>
<td>0.812</td>
<td>0.089</td>
<td>0.001</td>
<td>0.156</td>
<td>0.031</td>
<td>0.020</td>
<td>0.021</td>
<td>0.001</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have opportunities to learn what I want to learn.</td>
<td>Public</td>
<td>37.0%</td>
<td>4.1%</td>
<td>19.2%</td>
<td>34.2%</td>
<td>5.5%</td>
<td></td>
<td>0.036*</td>
<td>0.812</td>
<td>0.089</td>
<td>0.001</td>
<td>0.156</td>
<td>0.031</td>
<td>0.020</td>
<td>0.021</td>
<td>0.001</td>
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</tr>
<tr>
<td>I am satisfied with the process used to determine annual raises</td>
<td>Private</td>
<td>42.5%</td>
<td>0.0%</td>
<td>7.1%</td>
<td>31.0%</td>
<td>4.8%</td>
<td></td>
<td></td>
<td>0.160</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am aware of the advancement opportunities that exist in The Hospital for me.</td>
<td>Public</td>
<td>38.4%</td>
<td>8.2%</td>
<td>28.8%</td>
<td>23.3%</td>
<td>1.4%</td>
<td></td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My Supervisor has taken an interest in my career development</td>
<td>Private</td>
<td>52.4%</td>
<td>4.8%</td>
<td>23.8%</td>
<td>19.0%</td>
<td>0.0%</td>
<td></td>
<td></td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My Supervisor has given me good feedback on how I can advance my career at the Hospital</td>
<td>Public</td>
<td>35.6%</td>
<td>4.1%</td>
<td>37.0%</td>
<td>20.5%</td>
<td>2.7%</td>
<td></td>
<td>0.664</td>
<td>0.094</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor actively listens to my suggestions.</td>
<td>Private</td>
<td>45.2%</td>
<td>4.8%</td>
<td>35.7%</td>
<td>14.3%</td>
<td>0.0%</td>
<td></td>
<td></td>
<td>0.094</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I get adequate training sessions</td>
<td>Public</td>
<td>34.2%</td>
<td>4.1%</td>
<td>27.4%</td>
<td>32.9%</td>
<td>1.4%</td>
<td></td>
<td>0.278</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
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<td>0.022</td>
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</tr>
<tr>
<td>My Manager is available to me when I have questions or need help</td>
<td>Private</td>
<td>54.8%</td>
<td>4.1%</td>
<td>34.2%</td>
<td>6.8%</td>
<td>0.0%</td>
<td></td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
<td>0.609</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My manager reviews my progress.</td>
<td>Public</td>
<td>43.8%</td>
<td>2.7%</td>
<td>19.2%</td>
<td>31.5%</td>
<td>2.7%</td>
<td></td>
<td>0.038*</td>
<td>0.022</td>
<td>0.094</td>
<td>0.031</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
<td>0.609</td>
<td></td>
<td></td>
</tr>
<tr>
<td>People in my department communicate sufficiently with one another.</td>
<td>Private</td>
<td>57.1%</td>
<td>11.9%</td>
<td>19.0%</td>
<td>9.5%</td>
<td>2.4%</td>
<td></td>
<td></td>
<td>0.470</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel informed about what’s going on.</td>
<td>Public</td>
<td>45.2%</td>
<td>5.5%</td>
<td>23.3%</td>
<td>11.0%</td>
<td>15.1%</td>
<td></td>
<td>0.124</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-workers share information and new ideas throughout the hospital</td>
<td>Private</td>
<td>9.5%</td>
<td>50.0%</td>
<td>28.6%</td>
<td>2.4%</td>
<td>9.5%</td>
<td></td>
<td></td>
<td>0.022</td>
<td>0.094</td>
<td>0.031</td>
<td>0.038</td>
<td>0.022</td>
<td>0.094</td>
<td>0.609</td>
<td>0.404</td>
<td>0.664</td>
<td>0.094</td>
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</table>
Managers keep me informed and up-to-date

<table>
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<tr>
<th>JSS</th>
<th>Organization</th>
<th>Mean</th>
<th>S.E</th>
<th>Mean Difference</th>
<th>95% C.I.</th>
<th>p-value</th>
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<tr>
<td>JS</td>
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<td>16.39</td>
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<td>Public</td>
<td>11.39</td>
<td>0.237</td>
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<td>-1.294--0.56</td>
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<tr>
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<td>Private</td>
<td>12.07</td>
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<td>SM</td>
<td>Public</td>
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<td>-2.194--0.403</td>
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<tr>
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<td>Public</td>
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<td>0.270</td>
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<tr>
<td></td>
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<td></td>
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<tr>
<td>SB</td>
<td>Public</td>
<td>20.15</td>
<td>0.326</td>
<td>0.763</td>
<td>-0.164--1.691</td>
<td>0.886</td>
</tr>
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<td>Private</td>
<td>19.39</td>
<td>0.340</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

* P-value significant at 0.05 level of significance (t-test)

**Table 03: JSS Status of study participants (n=228).**

**JS:** Job Satisfaction; **PP:** Promotion Policy; **SM:** Supervision mentoring; **Com:** Communication; **SB:** Salary and Benefits.
Figure 01: Histogram shows median (16) of Job satisfaction.

Figure 02. Job satisfaction factors.
Discussion.

The current study highlights the level of job satisfaction among health care providers working in public and private sectors tertiary care hospital in Karachi. The findings of the current study were consistent with other national and international studies. The current study identified the female respondents were more than male as the ratio of female was already more than male (Table 1). These findings were consistently highlighted by previous studies and proved that female ratio was more in Medical Teaching Institution's and civil servants (Abdullah, Afshah T., Hassan A., Rustam K., (2020). Most of the nurses were satisfied (72.43%); means 49.13% agreed, 23.5% strongly agreed. Out of 72.43% public sector employees, more were satisfied (39.5%) than private employees (32.8%). On the other side about dissatisfaction, the overall result (Disagree + strongly disagree) was 13.6% when compare to public and private employees’ majority among this was also public (8.8%) and private health care providers (4.8%). Job satisfactions lead to good performance and their health care system will more develop. Another look at of task pride confirmed that maximum of the team of workers turned into now no longer glad and the principle purpose for this dissatisfaction have been loss of motivation, much less salary, much less quantity of training, and the poor variety of team of workers. We observed that maximum of the respondent (52.5%) have been glad from the sanatorium regulations of salary amongst which the personnel of public sectors employees have been greater glad (30.2%) compared to private personnel (22.5%). Very few (28.9%) have been additionally dissatisfied/disagreed from the regulations of this sanatorium, which incorporates public15.4% and private 13.4%.

Conclusion:
It is evident from the study that the nurses working in public sectors are more satisfied than in Private sector. Stakeholders of the private hospitals should solve the problems of health care workers for better patient care. However, it should make retention policy for health care workers for retention in organization.

Recommendations
1) Refresher courses for new nurses’ in-service education programme, seminars, and workshops are needed to organize to keep health care workers abreast with recent knowledge and technology.

2) As nurses have reported average satisfaction regarding compensation, it can be improved by salary increments, seniority cum merit promotions, awards.

3) Independence of the nurses can be improved by clear job description of each cadre of health team and even nursing profession

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Conflict of Interest: None declared.
Ethical approval: The study was approved by Research Department Committee, Hamdard University, Karachi-Pakistan.

References


