



RESEARCH PAPER**Job Satisfaction among the Physiotherapy Teachers: Evidence from Physiotherapy Institutes in Sindh, Pakistan**

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ABSTRACT

The study's objectives were to describe the degree of job satisfaction among physiotherapy teachers. Job satisfaction refers to how much a person enjoys or dislikes a particular job. A descriptive cross-sectional investigation was carried out. The data was gathered via an online survey using a closed-ended, self-administrated questionnaire. 88 physiotherapy teachers in all took part in this study. The majority of participants had 5–10 years of teaching experience, and the age range was 28 to 32. Females made up 53.49%, lecturers 69.78%, full-time faculty 83.65%, and visiting teachers 16.35%. 76.20 and 65.70% of visiting faculty members reported favourable working conditions, respectively. The majority of participants, with an average job satisfaction score of 73.30, had 2 to 5 years of experience. Overall job satisfaction for assistant professors is 68.2%. In order to increase physiotherapy teachers' job satisfaction, attention should be paid to improving pay, opportunities for advancement, and achievement standards.

KEYWORDS Job Satisfaction, Physiotherapy Teachers, Workplace

Introduction

Job satisfaction is a term used to describe how someone feels about the nature of their work. A number of variables, like one's connection with their supervisor, the standard of the workplace, their motivational system, etc., can have an impact on one's level of job satisfaction. (Nicolescu et al., 2009). "Employment satisfaction is a bundle of feelings that an individual maintains toward his or her job," write Robbins and Sanghi (2006). Rahman et. al., (2009) made a similar contribution: "Employment satisfaction is defined as a general attitude toward one's job." It has to do with how one is feeling or thinking about the nature of their profession.

Job satisfaction refers to how much a person enjoys or dislikes a particular job, either generally or in relation to particular aspects. There are numerous methods for studying job satisfaction. Unlike other measures, which are intended to aid researchers in examining more specific aspects of the work environment, global measures of job satisfaction provide an overall assessment of a person's liking or hating the job. Salahuddin et. al., (2009).

Employee well-being and mental health have been linked to job satisfaction. Qureshi et. al., (2021). As per Karasek and Theorell, the degree of perceived job strain is influenced by the amount of employee control and workplace demand combined. High expectations are not inherently detrimental, but they might be problematic if the worker has poor control. Most people believe that this combination will make their jobs

more stressful, which could lead to unfavorable consequences including health issues, less productivity at work, and more sick days Qureshi et. al., (2021).

Without a doubt, a nation's teachers are its most precious resource. The world's most revered occupation is teaching. They help the country prosper. The nation is considered to have been built by its teachers. There must be qualified, experienced teachers who have access to the necessary resources so they can devote the necessary time, thought, and focus to both educating and researching (Rehman et al., 2009).

As a consequence, job satisfaction is influenced by how well an employee's aspirations at work align with the results (saif et. al. 2012). Employee satisfaction is influenced by the workplace environment (Shakir et. al., 2007). Some crucial elements that contribute to employee job satisfaction are compensation, autonomy, a comfortable work environment, a decent boss, and employer flexibility (Qureshi et. al., 2021).

Physical therapy, also known as physiotherapy, is a distinct health care profession that uses physical methods to treat patients with a variety of diseases. Its focus is on identifying and maximising quality of life and movement potential within the spheres of promotion, prevention, treatment, and rehabilitation. Usman R. et. al., (2013). Physical therapy has been practised since 460 B.C., and it first became a profession in 1894 with the founding of the "Chartered Society of Physiotherapy" in England. It was established in New Zealand in 1913, and for the first time in the United States in 1914. It is regarded as falling within the purview of conventional medicine. (Moffat 2012)

The Federal Government's Ministry of Health & Social Welfare Pakistan founded the school of physiotherapy in 1956 on the grounds of the Jinnah Postgraduate Medical Center with help from the World Health Organization (Moffat 2012).

At first, the institution only accepted applicants who had completed matriculation for its two-year diploma programme (science group). The two-year course was changed to a three-year diploma programme in 1961. In 1963, the programme was upgraded to a three-year BSc in Physiotherapy Degree under the University of Karachi's auspices, and necessary additions and changes to the curriculum were made as necessary.

The syllabus of the international physiotherapy faculties has been updated. In order to meet those requirements, the BSc Physiotherapy programme was upgraded to a 4-year BS Physiotherapy Degree Program in 1999. The four-year BSPT programme was recently updated to a five-year DPT (Doctor of Physiotherapy) programme in 2008 to comply with international standards as part of the "Vision 2020 of APTA." Currently, Pakistan has a large number of institutions working in the field of physiotherapy. Usman R. et. al., (2013).

Since 2011, the Pakistan Physical Therapy Association has belonged to World Physiotherapy and is a member of the Asia Western Pacific region. The Pakistan Physical Therapy Association (PPTA) in Islamabad "includes the Chartered Society of Physiotherapy (CSPT) in Faisalabad and the Pakistan Physiotherapy Society (PPS) in Karachi." Nevertheless, the struggle to establish a council for physiotherapists is still going strong today. (Amir 2007)

This study serves as the first step in informing important stakeholders about the job satisfaction of teaching faculty in Sindh, Pakistan's physiotherapy discipline. The study's objectives were to describe the degree of job satisfaction among physiotherapy teachers as well as the variables that affect that satisfaction.

Literature Review

The topic of job satisfaction is regarded as one of the most well-liked ones in the HRM field. Along with many other constructs, job satisfaction has been researched. An investigation of the potential impact of employee empowerment on job satisfaction in the industrial sector was conducted in Turkey (Ulutas, 2018). The study discovered a strong correlation between job satisfaction and empowerment. In a different comparative study conducted in Pakistan, researchers looked for gender-based differences in job satisfaction (Suleman and Hussain, 2018). The study's findings revealed teacher unhappiness in high schools, with gender playing little of a factor.

The study by Bhat (2018) looked at gender-based and school-type disparities in job satisfaction using a case study of Indian high school teachers. According to the survey, there isn't much of a difference between high school instructors working in public and private institutions related to job satisfaction based on gender.

Investigating the impact of Organizational Culture on job satisfaction in Pakistan was the objective of Zahid et al. (2017). According to the report, Organizational Culture is the primary factor in job happiness. According to the report, female employees are more satisfied with their jobs than male employees are. Additionally, it was discovered that raising financial advantages for workers raised their level of job satisfaction.

Mabaso and Dlamini's study (2017), which focused on higher education institutions in South Africa, sought to determine the association between job satisfaction and pay and benefits for teaching staff. The study indicated a strong positive relationship between compensation and job satisfaction but no such relationship between benefits and job satisfaction.

Another study aimed to ascertain whether organisational culture, leadership style, and employee satisfaction were related among Nigerian nurses (Abiodun and Olu-Abiodun, 2017). According to the study, employee satisfaction and leadership behaviour were both related to organisational culture. The authors came to the conclusion that leaders' symbolic actions, such as extending aid to subordinates, might strengthen bonds between them and their staff members and foster a positive work atmosphere, which in turn increased productivity and employee satisfaction.

By exploring the relationship between the constructs of job satisfaction and affective commitment, organisational behaviour, and organisational citizenship behaviour in Pakistan, Kazmi and Jamal's (2017) study aimed to better understand the role of life satisfaction as an intermediary factor among Pakistani employees. Insignificant correlations were identified between organisational citizenship behaviour and life satisfaction in the study. Additionally, life satisfaction was discovered to be positively and indirectly related to organisational citizenship behaviour through job satisfaction and affective commitment, and it was also discovered to be a precursor to the relationship between job satisfaction and affective commitment and organisational citizenship behaviour.

Additionally, a number of researchers have looked into job satisfaction in the US health sector. Leider et al. (2016) conducted a study to determine the relationship between work satisfaction and anticipated turnover. Nearly 4 out of 10 employees reported being dissatisfied with their positions and planning to leave their individual companies, according to the results the writers submitted.

A different study used the case of Brazil to investigate the relationship and potential effects of emotional exhaustion and job satisfaction among paediatric nurses in relation to

the safety environment and level of care (Alves and Guirardello, 2016). The study's findings indicated that the study populations had moderate levels of emotional weariness and job satisfaction and expressed contentment with the construct of care, but that they had less pleasure with their positive judgments of safety. The constructs of job satisfaction and emotional weariness were discovered to be related to and markers of safety climate.

The study by Goh and Lopez (2016), which used a Singaporean scenario, showed that nurses' feelings of job satisfaction were inversely related to the workplace environment.

Another study that used a Canadian case looked at the relationships between four constructs: newly hired nursing staff's opinions of professional behaviour, care quality, work satisfaction, and career turnover (Laschinger et al., 2016). The study identified professional practise behaviour as a crucial variable through which nurse-assessed quality of care was influenced, which was correlated with job satisfaction, and which could lower turnover rates. It also found that empowerment and supportive professional practise environments had a positive impact on this factor.

Alvi et al. (2014) conducted research to determine how Organization Culture affected employee engagement and job satisfaction in a Pakistani context. According to the study, there is a connection between favourable OC and employee commitment and job satisfaction.

Yiing and Ahmad's (2009) research endeavour sought to understand the Organization Culture 's mediating impact on relationships between leadership behaviour and organisational commitment as well as between organisational commitment and job satisfaction and performance in Malaysia. The study discovered that organisational commitment and leadership behaviour have a substantial relationship and that Organization Culture has a significant mediating function in this relationship.

Material and Methods

Design of the Study

A descriptive cross-sectional investigation was carried out. This survey comprised physiotherapy instructors who work for various affiliated colleges in Sindh, Pakistan. The data was gathered via an online survey using a closed-ended, self-administrated questionnaire. The physiotherapy faculty members received the questionnaire by email and other online media.

The study's Ethics

Because the study used a human sample, researchers had to obtain official ethical approval from the Shaaf Institute of Medical and Modern Sciences' Larkana Research Ethic Committee.

Data Gathering Instruments

A closed-ended, self-administered survey created in Google Form was used to collect data. To measure physiotherapists' job satisfaction, a 31-item questionnaire was employed in this study, as usual in the literature (Senduran et al., 2012; Eker et al., 2004). Nine parts made up the questionnaire, including ones for personal information, overall job satisfaction, management, connections with coworkers, working conditions, and accomplishments, rewards, and opportunities for growth.

Method for Collecting Data

A pilot study with randomly chosen senior physiotherapy faculty members who work in various organisations was conducted to test the questionnaire's face validity. The primary study used the finalist questionnaire. Email and Messenger were used to reach out to participants online. Both an online permission form and information sheet were available. Before enrolling in the study, online permission was obtained. Using an online survey, the closed-ended questionnaire was distributed (Google Form). Because many physiotherapists are employed outside of the various districts, the selection of an online survey was made in order to get results from all throughout Sindh, Pakistan. The online survey on job satisfaction received responses from 88 participants. Two of them weren't completed all the way, therefore they weren't included in the study. It was also an economical and environmentally beneficial method. Personal information, overall job satisfaction, management, interpersonal relationships, working conditions, accomplishment, recognition, remuneration, and advancement are just a few of the many sub-sections that make up the questionnaire. To gauge each item's responses, a 5-point Likert scale was employed. The online form-filling process took the participants about 10-15 minutes. Since the questionnaire employs a Likert scale to gauge satisfaction, the majority of the questions include multiple alternatives. Participants have one week to complete the online form-filling process after receiving the form. One month after the publication of the findings, the collected data will be deleted.

Data Interpretation

The Chi-square test and descriptive analysis were carried out using SPSS 22. To conduct a non-parametric test, the degree of overall job satisfaction and the amount of satisfaction for other criteria were split into two categories. Individuals who responded very satisfied or satisfied were classified as satisfied, whereas those who responded very dissatisfied, dissatisfied, or moderately dissatisfied were classified as unsatisfied.

Results and Discussion

Table 1 displays the study's descriptive statistics of demographic information on the study sample. With regard to gender, Work experience in years, Type of employment, education, and job position, it displays the percentage of responders. The examination of answer variation among various respondent groups was aided by the use of this information. Females made up 53.49 percent of the participants. The majority of participants had 5-10 years of physiotherapy teaching experience. The age range of the majority of participants was 28 to 32.56. Lecturers 69.78 and 83.65% of full-time faculty worked in that capacity, while 16.35% were visiting teachers.

Table 1
Detailed demographic information on the study sample

	Demographic Frequency	%
Gender		
Female	46	53.49
Male	40	46.51
Work experience in years		
< 2	26	30.23
2 to 5	22	25.58
5 to 10	28	32.56
>10	10	11.63
Type of employment		
Lecturer	60	69.78

	Assistant Professor	16	18.60
	Trainee Teachers	10	11.62
Education			
	DPT	68	79.70
	Master/M.phil	08	9.34
	PPDPT	10	11.63
Job Position			
	Full time faculty	72	60.45
	Part time faculty	10	23.20
	Visiting faculty	04	16.35

Table 02 illustrates the relationship between demographic variables and total job satisfaction among physiotherapy teachers. Non-parametric testing was conducted using two categories of overall job satisfaction (satisfied and dissatisfied).

The overall job satisfaction of physiotherapy practitioners with their working conditions is shown in Table 2. The total job satisfaction of 65.60 percent of the male participants was extremely high. The majority of participants, with an average job satisfaction score of 73.30, had 2 to 5 years of experience instructing physiotherapy. Overall job satisfaction for assistant professors is 68.2%. The doctor of physical therapy's degree of education Overall job satisfaction with work conditions was reported by 76.20 percent and 65.70 percent of visiting faculty members, respectively.

Table 2
Information in Detail on Demographics and Overall Job Satisfaction

Factors	Category	Satsfied ⁰ %	Dissatisfied %
Gender			
	Female	34.40	65.60
	Male	48.30	51.70
Work experience in years			
	< 2	46.90	53.80
	2 to 5	73.30	26.70
	5 to 10	52.50	47.50
	>10	67.40	32.60
Type of employment			
	Lecturere	58.40	41.60
	Assistant professor	68.20	31.80
	Trainee teachers	56.30	43.70
Education			
	DPT	76.20	23.80
	Master/M.phil	56.50	43.50
	PPDPT	73.80	26.20
Job Position			
	Full time faculty	56.30	43.70
	Part time faculty	56.40	43.60
	Visiting faculty	65.70	34.30

The study's objectives were to ascertain the degree of job satisfaction and the factors that influenced it among physiotherapy teachers in Sindh, Pakistan. There were no statistically significant differences in job satisfaction among respondents from diverse

environments, genders, age groups, work types, levels of education, or employment positions ($p > 0.05$).

The findings showed that varied years of experience and qualifications significantly affected overall job satisfaction. The total job satisfaction of physiotherapy teachers was significantly impacted by age group, various work types, and various employment positions. According to the professions in which they work, physiotherapy teachers' job satisfaction varied slightly but not significantly. This finding is comparable to that of research among Saudi Arabian physiotherapy teachers (Alkassabi et al., 2018). Job satisfaction has been linked to better pay, perks, recognition, communication, and advancement policies, according to a previous statement. These elements mirror the current study, which found that the majority of Sindh Pakistani physiotherapy teachers recognised these elements as essential contributors to job satisfaction. According to a study done among Turkish physiotherapists, there is no correlation between a physiotherapist's levels of job satisfaction and the number of years of experience (Senduran et al., 2012). This result is in contradiction to the findings of the current study.

The results of the current study revealed that the amount of time allocated for research and the nature of the research process within the unit were variables with no significant correlation to overall job satisfaction ($p > 0.05$). To better serve or provide better results for the students, it is critical to understand the driving force behind research that is ongoing or being conducted in Sindh, Pakistan. Additionally, this will support physiotherapists in practising evidence-based practice.

Recommendations

In the future, a more conclusive comparison of job satisfaction may be possible with a larger sample size and improved sampling techniques. As stated in the Millennium Objective, Pakistan made sure to promote accessibility and improve the quality of education at all levels, including primary school. In Sindh, Pakistan, physiotherapy teachers have had to contend with low and inconsistent pay, low standing, and little prospects for professional advancement. This problem of job satisfaction for physiotherapy teachers should be taken into consideration in Pakistan's education strategy paper. Although there have been several studies on job satisfaction and its effects, a physiotherapy teacher's attention to job satisfaction should still be taken into consideration.

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