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Welfare of Health Workers and Job Satisfaction: A Case Study of Our Lady Consolata, Kisubi Hospital

Job satisfaction is a key factor in bringing about employee commitment, increased productivity, as well as organisational success. Job satisfaction can be attributed to various factors, some of which include salary, working conditions, relationship with supervisors, job security and welfare. This study focused on the aspect of welfare and its influence on job satisfaction as supported by perspectives from both developed and developing countries. The study set out to establish the influence of welfare of health workers of Kisubi hospital in the form of medical care, accommodation, as well as workplace Health and Safety (H&S). The study adopted both a quantitative and qualitative research design. In the context of medical care, accommodation and H&S, the data collected were analysed according to welfare policies as well as the existing welfare benefits and their influence on job satisfaction. Demographic variables such as age, gender and marital status can affect the relationship between welfare and job satisfaction, a cross tabulation analysis of which was also done.

Quantitative findings revealed that welfare in terms of medical care, accommodation and H&S do influence job satisfaction. Results also showed that some staff demographics had a contingent effect 108

on the level of influence welfare has on job satisfaction. Female respondents were more satisfied than male respondents with medical care. Qualitative findings revealed that majority of respondents expressed that an increase in and/or a fair salary, medical care to staff relatives, relationship with supervisors, improvement on the meals and payment of transport allowance to non-accommodated staff would increase their job satisfaction.

Key Words: Welfare, Health Workers, Job Satisfaction, Hospital