

Job satisfaction of radiographers: a comparative study

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Authors: J. Conceição¹, L. P. Ribeiro¹, A. F. Abrantes¹, R. P. P. Almeida¹, K. B. Azevedo², C. A. Silva³, O. Lesyuk⁴; ¹Faro/PT, ²Faro, EU/PT, ³Évora/PT, ⁴São Brás de Alportel/PT
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Aims and objectives

The job satisfaction can be described as "the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values", being important to consider motivation and dissatisfaction factors (1) (2).

It is known that the issues related to the profession have a general concern for all professionals, so there is a need to study the satisfaction of radiographers of our country and a foreign country, taking into account the professional conditions offered by the hospital and other job satisfaction factors in order to determine whether there are indeed the differences (3).

The aim of this study was to evaluate the job satisfaction levels of radiographers from two different European countries (A and B).

Methods and materials

Descriptive, correlational and comparative study.

A 117 question self-applied questionnaire entitled "*Hospital Employee Judgment System*" grouped into 10 dimensions was used to assess job satisfaction of radiographers from public imaging departments.

A total of 52 valid questionnaires were collected (27 from country A and 25 from country B), interpreted and statistically analysed through descriptive statistics and *t-Student*, *Mann-Whitney*, *ANOVA* and *Kruskall Wallis* tests.

Results

In a first phase, socio-demographic data was collected with respect to their gender, age, home location, job location, economic status and educational level.

In the second phase, the socio-professional data was collected, relating to issues that are also present in the measurement instrument, such as the type of schedule / work shift, the number of weekly hours of work, type of work contract, management functions and the professional category.

The Kolmogorov-Smirnov test was performed in order to verify the normality of the samples, in which the 44 questions of the questionnaire were studied. All the items of the measuring instrument have a non-normal distribution.

The internal consistency of the questionnaire was excellent (Cronbach's alpha = 0.96) ([Table 1](#) on page 5).

In relation to the dimensions "Facility and equipment", "Income/Salary" ([Fig. 1](#) on page 5), "Top management" and "Continuous quality improvement", statistical significant differences were found ($p < 0.05$) between the two countries.

Considering the other dimensions under study ("Management", "Human Resources", "Teamwork", "Mood" and "Quality of care") no statistical significant differences were found ($p < 0.05$).

The majority of radiographers (19 from country A and 19 from country B) reported a very good overall job satisfaction.

Images for this section:

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,961	,961	44

Table 1: Cronbach's Alpha

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	Diferences			<i>Kolmogorov-Smirnov</i>	Sig. (2 tailed)
	Absolute	Positive	Negative		
Responsibility in the department	0,627	0,627	0,000	2,258	0,000
Experience as a professional	0,661	0,661	0,000	2,381	0,000
Performance in the department	0,698	0,698	0,000	2,514	0,000

Fig. 1: Kolmogorov-Smirnov test for A and B in relation to "Income/Salary".

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Conclusion

Professional satisfaction is a concept that has been defined in different ways over the years by several authors, in which the most frequent affirms that satisfaction is a synonym of motivation, attitude or positive emotional state, influencing the worker in his mental health, their behavior and presenting repercussions both at personal and organizational level.

Despite the positive overall results concerning job satisfaction in both countries, strategies are suggested for enhancing radiographer job satisfaction levels for each significant dimension. Further research should be undertaken in this area, including a larger sample size with more radiographers, more countries and private imaging departments. Potentially this work could support the development of an european strategy to offer better support to radiographers and the wider radiography workforce.

Personal information

Joana Conceição (BSc), Collaborator in the Medical Imaging and Radiotherapy Department, Health School - University of Algarve, Portugal.

Email: a44718@ualg.pt

Luís Ribeiro (PhD), Professor in the Medical Imaging and Radiotherapy Department, Health School - University of Algarve, Portugal. Researcher in CIDAF - University of Coimbra (Centro de Investigação do Desporto e da Atividade Física) and Member of Studies Center in Healthcare (CES-ESSUALG). Email: lpribeiro@ualg.pt

António Abrantes (PhD), Professor in the Medical Imaging and Radiotherapy Department, Health School - University of Algarve, Portugal. Researcher in CICS.NOVA (Interdisciplinary Centre of Social Sciences, Faculty of Social Sciences and Humanities) and Member of Studies Center in Healthcare (CES-ESSUALG). E-mail: aabrantes@ualg.pt

Rui Almeida (MSc), Professor in the Medical Imaging and Radiotherapy Department, Health School - University of Algarve, Portugal. Radiographer in Centro Hospitalar Universitário do Algarve - Faro, Portugal. Researcher in CICS.NOVA (Interdisciplinary Centre of Social Sciences, Faculty of Social Sciences and Humanities) and Member of the Studies Center in Healthcare (CES-ESSUALG). E-mail: rpalmeida@ualg.pt

Kevin Azevedo (PhD). Professor in the Medical Imaging and Radiotherapy Department, Health School - University of Algarve, Portugal. Radiographer in Centro Hospitalar Universitário do Algarve - Faro, Portugal. E-mail: kbazevedo@ualg.pt

Carlos da Silva (PhD), Professor in the Sociology Department, University of Évora, Portugal. Researcher in CICS.NOVA (Interdisciplinary Centre of Social Sciences, Faculty of Social Sciences and Humanities) E-mail: casilva@uevora.pt

Oksana Lesyuk (BSc), Professor in the Medical Imaging and Radiotherapy Department, Health School - University of Algarve, Portugal. Radiographer in Centro Hospitalar Universitário do Algarve - Portimão, Portugal. E-mail: olesyuk@ualg.pt

Images for this section:



Fig. 2

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