

Assessing the Job Satisfaction of Physicians in Rwanda and the Associated Factors

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INTRODUCTION

In Rwanda, physician: population = 1:8247 Leads to:

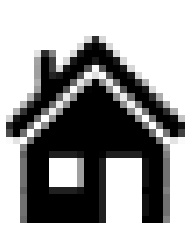
- High Healthcare costs
 - Lower patient satisfaction
 - Low Job satisfaction
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- Burnout and stress
 - Early retirement
 - Poor health outcomes

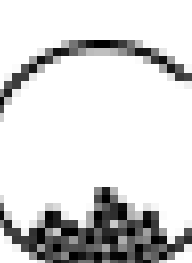
OBJECTIVES

Assess the job satisfaction of physicians in Rwanda and associated factors

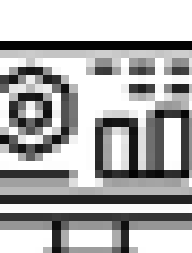
METHODOLOGY

 Design: online cross-sectional survey

 Setting: 1350 physicians, 42 district and 5 referral hospitals

 Sample: All physicians registered with Rwanda Medical Association

Exclusion: Physicians who have not been practicing in Rwanda for the past one year

 Data collection tool: A modified Physician Worklife Survey (PWS) with 41, 5-point Likert scale questions assessing 10 different domains

Satisfaction levels:

PWS SCORE	Satisfaction level
Above 3	Moderate to High
3 and below	Low

CONCLUSION

50% of physicians have low satisfaction

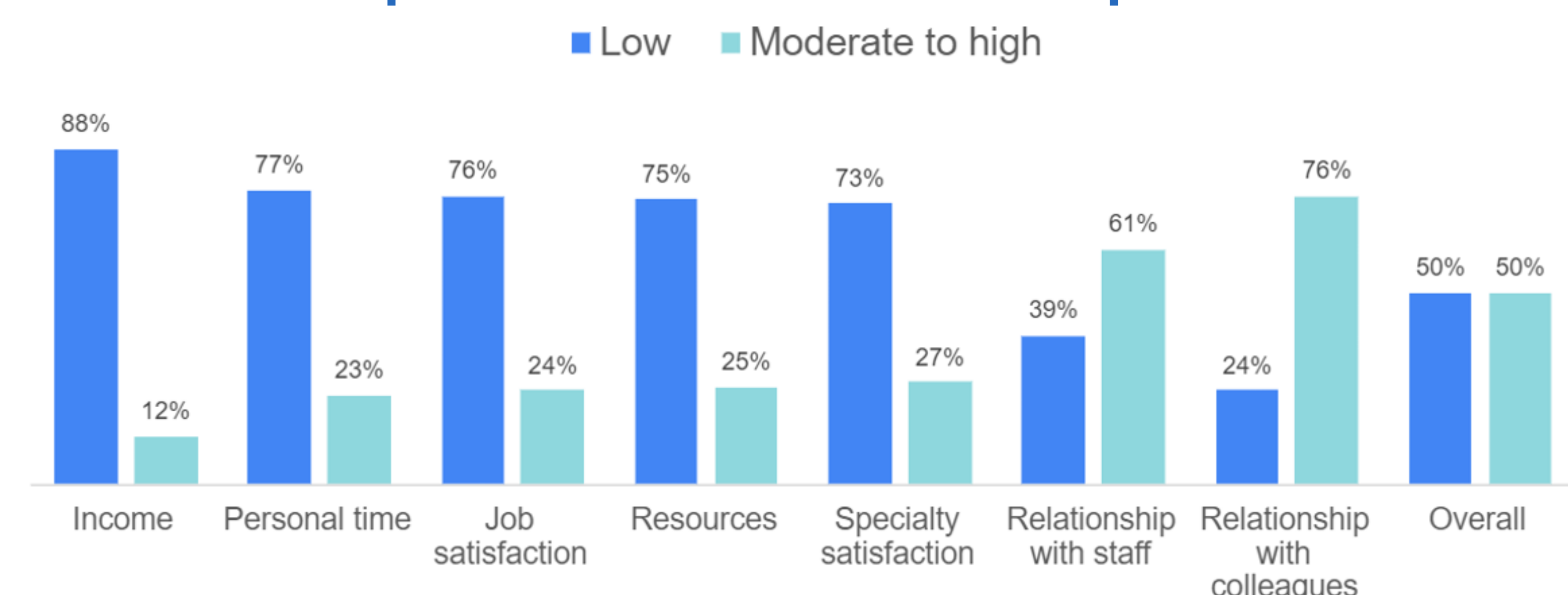
Low salary, high workloads, poor resources caused low job satisfaction

2-year mandatory rural services needs to be evaluated

RESULTS

- n= 100
- Single= 52.5%
- Male= 81%
- Rural area= 58.6%
- General practitioners= 74.5%
- Public facilities= 79%
- Average years of experience= 5.9
- No other source of income= 54.5%

50% of respondents indicated poor satisfaction



4 demographic factors significantly associated with job satisfaction

		Satisfaction level		P-Values
		Low	Moderate to high	
Marital Status	Single	67.3%	32.7%	<0.001*
	Married	28.3%	71.7%	
Training	GP	56.2%	43.8%	0.013*
	Specialist	28.0%	72.0%	
Practice	2 years or less	62.5%	37.5%	0.017*
	Above 2 years	39.2%	60.8%	
Other job	No other job	61.1%	38.9%	0.017*
	Has other job	37.8%	62.2%	

DISCUSSION

The main sources of low satisfaction:

- Salary was low, not proportional to the heavy workload
- Legal rights for physicians not respected
- Poor living and working infrastructure in rural settings
- Limited resources impaired their work
- Lack of career development opportunities
- Complex administrative work and poor hospital leadership

RECOMMENDATIONS



Enhancement of physicians' salaries & workload



Review of medical legal laws



Provision of training opportunities



Improving hospital resources



Encouraging interprofessional collaboration

ETHICAL APPROVAL

Study was approved by UGHE IRB, reference number of 0156