

ABSTRACT

The present study investigated the relationship among job satisfaction, psychological distress and Type A-B behaviour among junior medical doctors. A purposive sample of 140 young doctors of 25-35 years of age was drawn. It included 50 men and 50 women doctors selected from public hospitals and another 40 men doctors from private hospitals. Their medical experience as physician ranged between 1-7 years. Measures used in the study included GHQ-12 (Goldberg, 1978), Warr-Cook and Wall Job Satisfaction Scale (1979), and Type A- B Personality Inventory (Matteson & Ivancevich, 1980). Data of the pilot study was found to be normally distributed and all the three scales had acceptable reliability and construct validity indices, and their cut-off scores were confirmed. Further, GHQ-12 revealed same factor structure as found by the original study by the author of the scale. In view of the symmetrical data and acceptable psychometric characteristics of the scales in the pilot study, the main study was launched. Results from the main study indicated significant negative correlation between job satisfaction and psychological distress scores as hypothesized. Type- A was found to be inversely related with job satisfaction but positively related with psychological distress, unlike Type-B that was related positively with job satisfaction and inversely with psychological distress. No gender differences were found, however public private organization differences did exist. Doctors working in private sector hospitals were found to be significantly more job satisfied and less psychologically distressed as compared to public sector doctors. Multiple regression analysis showed psychological distress as a strong predictor of doctors' job satisfaction in public hospitals in reverse direction i.e. the lesser the mental distress, the greater the job satisfaction. Type-B scores followed as another significant predictor of job satisfaction in private hospitals. Interestingly, experience emerged as a meaningful demographic predictor of job satisfaction for private sectors doctors' only. Thus, the salience of organizational/context factor clearly emerged in this study.