

Background:

The study was based on establishing the factors influencing job satisfaction of frontline clinical managers in public health-care facilities in Nakawa Division, a case study of Naguru Referral Hospital.

To establishing the factors influencing job satisfaction of frontline clinical managers in public health care facilities in Nakawa Division, the study was directed towards the following specific objectives working conditions, job characteristics and organizational support.

Methodology:

Study design, sample and sampling procedures. The study was a cross-sectional study that was both qualitative and quantitative. It was conducted on a sample of 9 respondents who were all nursing managers or frontline clinical managers of Naguru Referral Hospital. The data was analyzed using a computer software package known as SPSS version 16 whereby the Uni-Variante and Bi-Variante were made.

Findings:

The results indicated that frontline clinical managers in public healthcare facilities in Nakawa Division had low levels of job satisfaction with 55.56% of the being dissatisfied and

only 44.44% were satisfied with their jobs.

Conclusion:

Majority of Frontline Clinical managers in Naguru Referral Hospital are highly dissatisfied as indicated in the findings and results. Many of them were knowledgeable about the Human resources policy governing the hospital as regards their job description however because of the influx of patients that hospital serves, they are required to play clinical and managerial role concurrently which has led to high levels of dissatisfaction amongst many of them.

Recommendations:

I would recommend according to my findings that close attention be paid to the frontline clinical managers because of the crucial role they play in the day to day running to different sections of the hospital.

I would also recommend revision of the Human Resources policy with regards to Frontline Clinical managers' job description to help reduce the burden of workload imposed on their role.

I would also recommend that further research be done on this topic because there has been very little research done on it.