

Abstract

The study examined three factors of job satisfaction; intrinsic, extrinsic and government factors using a cross sectional study design of 234 health workers at four regional referral hospitals using quantitative and qualitative methods i.e. self-administered questionnaires and interviews respectively. The findings of the study indicated a positive significant relationship between the three factors under this study and job satisfaction. The study therefore concluded that the three factors had influence on job satisfaction explaining 25% of the variation and all the three alternative hypothesis were accepted. Significantly 48% of the employees are dissatisfied with their job.

The study recommended that the referral hospitals should improve and strengthen intrinsic factors like, work done not being challenging, performance of the same duties as in appointment, and influencing patient behavior, extrinsic factors like, salary, supervisor feedback, concerns of magt on work, relations with co-workers, job security, work atmosphere, balance with personal life and government factors like and government work factors like compensation. It further recommended that operational research be done to inform interventions.

The major limitation was the geographical scope ; in that it was carried out in only west Nile ,northern and eastern regions of Uganda, another limitation was the study design used.