

HOW MUCH DOES JOB ENVIRONMENT IMPACT JOB SATISFACTION IN HEALTHCARE?

In July, SIS NW sent out a job satisfaction survey targeted at those who work in the Northwest Healthcare community. The purpose of the survey was to assess job satisfaction and potential environmental factors.

Summary Findings:

80% of respondents shared a high degree of job satisfaction, more so than the [national average](#). Yet, it's interesting that these same respondents may also be far below the national [average](#) for lunch breaks. But, those reporting overtime appear consistent with the typical American: 80% of Americans voluntarily put in an [extra hour per day of work](#).

But in contrast, 67% reported some level of dissatisfaction with work and life balance and a good portion of these respondents *also* reported not exercising. This work-life dissatisfaction could be from being squeezed for time at the job, not giving opportunity for important matters like exercising.

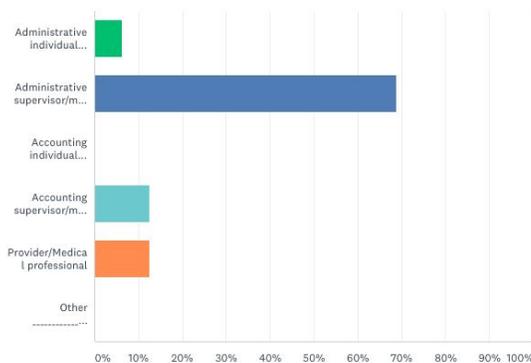
Why do so many take few real lunch breaks and experience so much overtime? At SIS NW, we have seen too many administrators work too fast and too hard, but it does not need to be this way! You could have even more job satisfaction.

If you are interested in having more lunch breaks, leaving work on time more often, and getting to a better work-life balance, contact SIS NW to see if we can help. We are a high-quality HIPAA-compliant services provider and we handle repetitive and tedious tasks, performing for less labor cost, and with better results.

SURVEY RESULTS

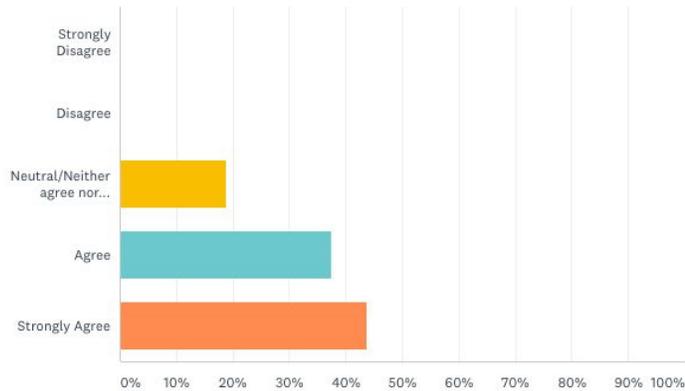
“WHAT IS YOUR JOB?”

Over 80% of the people in this survey were supervisors and close to 80% work at a medical facility.



To what degree is this statement true: “I am satisfied with the job and the work that I do.”

Another 80% were satisfied/very satisfied with their job, and 0% of respondents were actually dissatisfied! In fact, 100% of those surveyed agreed /strongly agreed that they give their best effort at work each day. Also, 100% agreed /strongly agreed that “I have opportunities to apply my talents and expertise at my work. So these respondents reported an unusually high job satisfaction and motivation in their jobs!



Yet, this is where the report gets more interesting...

To what degree is this statement true: “In my job, I often do things that are tedious and repeatable tasks.”

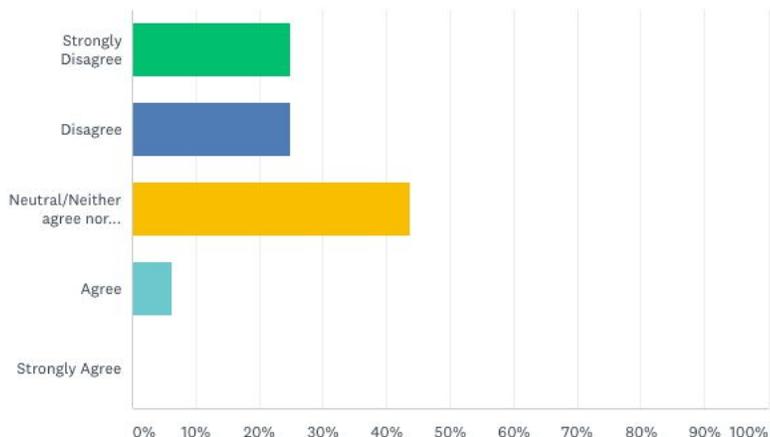
75% of those surveyed agreed that often there are tedious and repeatable tasks, and when separately asked how the work actually gets done, over 93% agreed that they multitask in order to complete their daily work.



In terms of work/life balance, we believe most would agree there's opportunity for improvement...

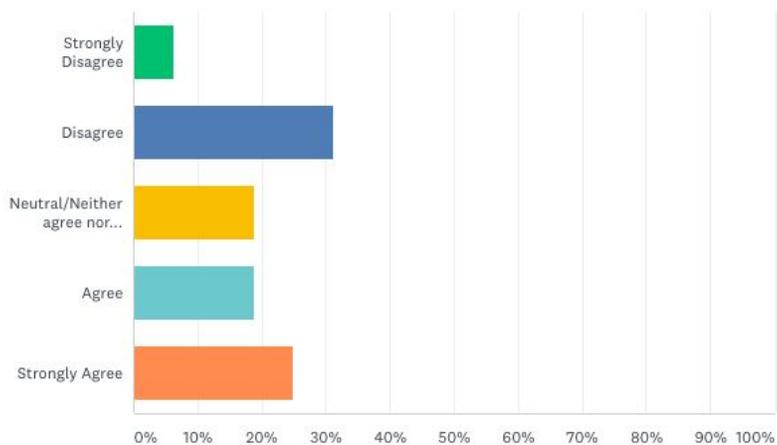
To what degree is this statement true: "Most days, I take a full lunch break and leave work on-time."

Only 6% agreed that they get to take a full lunch break and leave on-time! This is surprising to see, that despite working longer hours, the respondents still report high job satisfaction. According to other larger surveys, [taking a full lunch break increases job satisfaction](#).



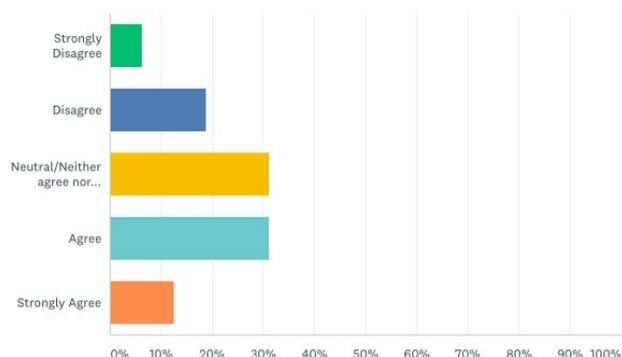
To what degree is this statement true: "I exercise at least four times a week, minimum of 20 minutes each time."

On "exercise", purposely not defined within the question, close to 44% report doing this amount of exercise, but 66% do not. The [Department of Health and Human Services recommends](#) 150 minutes of moderate aerobic activity (such as walking 2.5 miles an hour or faster) or 75 minutes of vigorous aerobic activity a week, which 23% of Americans get this minimum amount. It would appear this group of respondents is in line with other larger exercise surveys.



To what degree is this statement true: “I am satisfied with my work and personal life balance.”

Only 33% agreed or strongly agreed with their work life balance. This response appears inconsistent with the reported high job satisfaction.



Other correlations with the survey results.

There was a strong correlation with work-life balance dissatisfaction WITH those who reported not exercising AND WITH those who reported working overtime during lunch or after work.

We did not find any insights into those who multi-task or do tedious work, and we guess that administrators or supervisors see that this is just an expected part of their job.

SURVEY CONCLUSIONS

We thank you for taking the time to respond to our survey and are happy to see how many in healthcare facilities are enjoying job satisfaction. Again, at SIS NW we believe that there is always room for improvement and we encourage you to get in contact with us to see if we can help you. We specialize in eliminating cumbersome methods that result in unnecessary mistakes, costs, and hardship.