

Mental Health and Job-Satisfaction among Government and Private Hospital Doctors

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ABSTRACT

In the present study was conducted to examine the mental health and job satisfaction among government and private hospital doctors. The human life changed regularly many causes are influenced on that changes so this condition effects on human health especially human mental health. Mental health includes our feelings, emotions, thoughts, psychological, social well-being and sexual well-being and human job satisfaction also is more essential to lead life in future. A random sample of 30 doctors from various hospitals from the districts of Shivamogga and Chikamangalore (15 from government hospitals and 15 from private hospitals). Age range between 30-50 years. For the objective of these study two psychological tests is used to measures. Mental health inventory developed by Dr. Jagdish and Dr. A.K. Srivastava (1983) and job satisfaction scale developed by Dr. Amar Singh and T.R. Sharma (1999) was used to measure job satisfaction. The obtained data was analysed by using mean, SD and t'- test was applied. Further, Spearman's coefficient of correlation was applied. The result of the study concluded that there is no significant difference between government and private hospital doctors on mental health and there is a significant difference between government and private hospital doctors on job satisfaction and also there is a significant relationship between mental health and job satisfaction among government and private hospital doctors.

Introduction

Mental health is a level of psychological well-being or an absence of mental illness. It is the "psychological state of someone who is functioning at a satisfactory level of emotional and behavioral adjustment". Mental health is very essential, recognized as an important aspect of one's overall health status it is a basic need that contributes to the importance of physical health as well as social health (Baro and Panda, 2014). Mental health is a positive sense of wellbeing and an underlying belief in our and others dignity and worth. It is influenced by our experience and our genetic inheritance (WHO). Doctors in both government and private hospitals face high levels of burnout, depression,

and anxiety, largely driven by excessive workloads, poor work-life balance, and chronic stress.

While private sector employees may face different stressors, both environments contribute to severe emotional exhaustion. Key issues include long working hours, risk of violence, and high-pressure situations. A good mental health and job satisfaction are important prerequisites for the effective work and functioning of the doctors. Secondary school teachers lay the foundation of education of the children. Good mental health for all medical professionals is a state enhance in which they are effectiveness in their work, receive satisfaction and very pride in the activities they pursue, manifest cheer in the performance of their work and are humanity-based consideration of their colleagues (Anand, 2019) In the world, job satisfaction has one of the imperative issues. It is significant play a role long-term growth and development of any instructive framework around the global. In the modern world every individual person's main dream has get the good job for life, got the job after that challenges are more first adjustment to the job, then job satisfaction fulfils the motivational features of an individual as it is an state of internal mind in human.

Job satisfaction brings more happiness, joy, smile and desirable emotions and feelings. The good job satisfied individuals are highly motivates and shows better performance in the job, so organization successfully developed and increased efficiency. According to Hoppock (1935) job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job. Vroom (1964) defined job satisfaction focuses on the role of the employee in the workplace. Thus, he defines job satisfaction as affective orientations on the part of individuals toward work roles which they are presently occupying. Statt (2004) stated that Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation. According to studies, physicians who are satisfied with their jobs provide better treatment (Grol et al. 1985).

Review of literature

Nahar et al. (2013) investigate that association of job stress and mental health on government and private hospital employees. A sample of 100 employees in which 50 government and 50 private hospital employees consisted of the study. Occupational stress index was used developed by Shrivastav and mental health was measured by the General Health Questionnaire. Results revealed that there is a significant positive correlation between job stress and mental health. Ghazali, Shah, and Zaidi, (2007) found that doctors job satisfaction highly affects the patient-doctor relationship, treatment and the standard of medical care provided. Al Jenaibi, (2010) reported that a person of medical professionals enjoy job satisfaction if the totality of these factors results in positive emotions of fulfilment, Rigoli and Dussault, (2003) explored that quality of patient care services is directly correlated with doctor's job satisfaction, motivation, and readiness to devote resources to the task at hand at work.

According to this study medical physicians who are satisfied with their jobs provide better treatment (Grol et al.1985). Kevric et al. (2018) found that surgical trainees suffered worse psychological health as equated to the universal population. Interestingly, medical health care employees reported higher mental health than paramedical employees. Behera (2014) found that there was a positive co-relationship between job satisfaction and mental health of mainstream schoolteachers. Laxman (2017) investigated that fulltime secondary school teachers found significantly high level of job satisfaction than the contractual schoolteachers. Galgotra (2013) explored that government secondary school teachers have good mental health than compared to private secondary school teachers and sex are not influence on the mental health of teachers.

Aim

The aim of this study to assess mental health and job satisfaction among government and private hospital doctors.

Objectives of the study

1. To assess the mental health among government and private hospital doctors.
2. To study the job satisfaction among government and private hospital doctors.
3. To know the correlation between mental health and job satisfaction among government and private hospital doctors.

Hypotheses

H1: There will be a significant difference in the mental health among government and private hospital doctors. H2: There will be a significant difference in the job satisfaction among government and private hospital doctors. H3: There will be a significant correlation between mental health and job satisfaction among government and private hospital doctors.

Method

Participants

In the present study convenient sampling technique was used for collecting the data. Sample comprised of 30 government and private hospital doctors (government hospital doctors =15 and private hospital doctors =15). The age ranges of the samples are 30 to 50 years and were selected from various government and private hospitals in Shivamogga district. Karnataka state, India.

Instruments

Mental Health Scale: This scale developed by Dr. Jagdish and Dr. A.K. Srivastava (1983). The early format of the MHI was tried out administered on a sample of 200 participants all are belonging to various socio, economic, culture, sex, age, and education groups. Based on finalized significance out of 72 items, then 56 items including 32 'false-keyed and 24 'true keyed items have been selected to constitute the final format of the inventory. The reliability co-efficients was .73. Construct validity of the inventory is determined by finding coefficients of correlation between scores on mental health inventory and GHQ.Stress Measure, Stress was measured using the stress component of

the Depression Anxiety Stress Scales-21 (DASS-21), developed by Lovibond and Lovibond (1995). DASS-21 contains 21 items that assess depression, anxiety, and stress, but only the stress subscale was used in the present study (Lovibond & Lovibond, 1995). The stress component includes seven items, DASS has high internal consistency, with a reported Cronbach's alpha of 0.94, as cited from Gloster et al. (2008).

Job satisfaction scale: This scale developed by Dr. Amar Singh and T.R. Sharma (1999) was used in present research to assess the job satisfaction level of the participants. This scale examined the degree of job satisfaction in two different categories: job intrinsic (factors inherent in the job) and job extrinsic (factors inherent in the workplace). There are 30 statements on this scale. Each statement offers five possibilities, and the respondent must pick the one that best captures his opinion. Each of the 320 professionals, including an equal number of doctors, attorneys, and college professors chosen using stratified random approach from around the state of Punjab, received this scale in person. The test-retest approach was used to evaluate the job satisfaction scale's reliability, which was found to be 0.978 and validity coefficient of .743.

Procedure

The investigator visited various government and private hospitals in Shivamogga district, for collecting the research data. Then the investigator sought permission from the respective doctors of different government and private hospitals and explained about the purpose and psychological tests to the sample and thus administered both the tests. After the data collection, all the questionnaires were scored as per the scoring pattern prescribed in the manuals.

Results and Discussion

Table no-1 reveals the result of mental health among government and private hospital doctors. Government hospital doctors mean =29.40, SD= 3.11. And the private hospital doctors mean= 28.53, SD= 3.64. The obtained 't' value is 1.76, which is not significant at 0.05 level. This shows that there is no significant difference between government and private hospital doctors on mental health. The hypotheses no.1 "There will be a significant difference in the mental health among government and private hospital doctors" is rejected.

Table 1. Mean, SD, and t-value of overall mental health

Variable	Government hospital doctors. (N=15)		Private hospital doctors. (N=15)		t value
	Mean	SD	Mean	SD	
Mental Health	29.40	3.11	28.53	3.64	1.76NS

Note: NS: Not Significant.

Table no-2 reveals the result of job satisfaction among government and private hospital doctors. Government hospital doctors mean =27.62, SD= 3.80. And the private hospital doctors mean= 29.93, SD= 4.79. The obtained 't' value is 2.16, which is

significant at 0.05 level. This shows that the job satisfaction of private hospital doctors is high than the government hospital doctors. The hypotheses no.2 "There will be a significant difference in the job satisfaction among government and private hospital doctors" is accepted.

The present research finding is also supported by Borrowes and Wesson (2000), who found private sector employees significantly more satisfied with their career opportunities than their public sector counterparts. Training opportunity is also an important factor in private doctors which makes them motivated and full of confident due to their updating knowledge. These factors work as satisfactory variables in job.

Table 2. Mean, SD, and t-value of overall mental health

Variable	Government hospital doctors. (N=15)		Private hospital doctors. (N=15)		t value
	Mean	SD	Mean	SD	
Job satisfaction	27.62	3.80	29.93	4.79	2.16*

Note: *Significant at 0.05 level

Table no 3 reveals that the Spearman's correlation of mental health and job satisfaction among government and private hospital doctor's r is 0.28, and the corresponding p-value is 0.05. And it is significant at 0.05 levels. Analysis of the table no. 3 shows that; there is significant positive correlation between mental health and job satisfaction. ($r = -0.28$; $p = < .05$). Correlation coefficient indicates that is weak positive correlation between mental health and job satisfaction. Campbell, Fowles and Weber (2004) in their study found that the number of years of employment for professionals was significantly correlated with their job satisfaction.

Table 3. Correlation between mental health and job satisfaction

Variables	N	r	p
Mental health	30	0.28	0.05 *
Job satisfaction			

Conclusion

There is no significant difference between government and private hospital doctors on mental health. There is significant difference between government and private hospital doctor on job satisfaction. There is a significant relationship between mental health and job satisfaction among government and private hospital doctors.

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