



Satisfacción laboral y factores asociados en personal asistencial médico y no médico de un hospital nacional de Lima-Perú [

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text (article)

Analítica

Objective: To determine job satisfaction and associated factors related to health and not health workers from the Hospital Nacional Dos de Mayo (HNDM). **Methods:** The sample was obtained by simple random sampling and consisted of personal medical and nonmedical care (nursing, midwifery and nurse technicians) who worked in hospital wards, outpatient, emergency services (adults, children and pregnant women) of HNDM between January and March 2007. The sample consisted of physicians in the group of 75 people in the group of nurses and midwives per 65 people in the group of nursing technicians by 87 people. We proceeded to the implementation of an anonymous survey that assessed the job satisfaction and personal factors associated in medical and nonmedical care. The calculations were performed with a confidence level of 95% **Results:** 22.7% of the medical staff was satisfied with his work, satisfaction in the group consisting of nurses and midwives was 26.2%, while in the nursing staff, job satisfaction was 49.4%. Multivariate analysis showed that the care doctor HNDM factors associated with job satisfaction were the proper hygiene and cleanliness of the work environment ($p = 0.003$) and having a proper relationship with their department heads ($p = 0.023$). Factors associated with personal satisfaction in nursing and midwifery care were appropriate workload ($p = 0.003$) and adequate opportunities for promotion and advancement ($p = 0.006$), whereas in the technical assistance staff were satisfaction with the salary month ($p < 0.001$) and with the supervision exercised over them ($p < 0.001$). **Conclusions:** There is a low percentage of staff job satisfaction in medical and nonmedical care of HNDM which is lower than that reported in international literature. Factors associated with satisfaction differ markedly in the medical and nonmedical

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