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Subject: Healthcare Providers

Posted by [Gerse MUNDUKU](#) on Fri, 29 Oct 2021 03:47:29 GMT

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Hello Dear Sir/Madam!

I am Gerse Munduku, MPH Student in the Graduate School of Public Health of Yonsei University. I am writing my thesis on job satisfaction among doctors working in the public sector using Dataset from SPA DRC 2017-2018.

According to the Congo Democratic Republic 2017-18 Final Report (<https://dhsprogram.com/pubs/pdf/SPA30/SPA30.pdf>), Job satisfaction is defined as: "having opportunities for promotion, OR receiving salary supplements, OR receiving other non-monetary incentives." See the footnote of the Table 3.13 on the page 64.

My question is: why (on which basis) did the report give this definition of job satisfaction? Why did the report use OR and not AND? Why did not the report only use 1 variable, or two variables, or four variables to define the job satisfaction? Is there any freedom to give his own operational definition of Job satisfaction?

Regards,

Gerse MUNDUKU, from DR Congo

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