
Subject: Re: Healthcare Providers
Posted by [SaraDHS](#) on Fri, 29 Oct 2021 20:15:33 GMT
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Dear Gerse,

The coding of specific variables in the SPA often depend on country interpretations, so I do not know the history of the specific decision to code job satisfaction in this way in DRC. However, I can respond to your last question and say that yes, of course there is freedom for you to create a different operational definition of job satisfaction if you would like. Many of the constructs covered in the SPA, like quality of care and job satisfaction, do not have clear, consistent definitions. So if you have a different definition of job satisfaction that you would like to use in your research, please go ahead.

Best,
Sara
