
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

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

Subject: Re: Healthcare Providers

Posted by [Janet-DHS](#) on Tue, 08 Nov 2022 19:00:05 GMT

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We apologize for the delay. Gulnara Semenov and Claudia Marchena contributed to this response.

Table 3.13 is country-specific. It is not a standard SPA table. Usually, country-specific tables are designed by the country stakeholders, and they, rather than DHS staff, define the indicators. There are three relevant questions in the SPA Health Worker Interview Questionnaire (HWI 805/806/807), and the first 3 columns in Table 3.13 are based on them. The in-country staff simply tried to summarize or synthesize those three columns (having opportunities for promotion, receiving salary supplements, receiving other non-monetary incentives) and gave the result a name.

You should feel free to re-interpret the label for the indicator. "Satisfaction" is just a generic term the country stakeholders decided to use. We don't believe it is based on any specific definitions. To us it is about job opportunities/incentives rather than satisfaction. You should also feel free to construct a summary indicator however you choose, and label it how you choose. You could perhaps also use variable 808, where providers mentioned 3 things that want improved in the health facility which will allow them to provide a better service. This contains option 'Y=No problem', and many other problems.

Of course, indicators are generally more useful if they are based on general standards and have undergone some validation and reliability checks. The indicators used by DHS are developed with that in mind but there are country-specific variations. Finally, we advise that you be mindful of how the question and the categories are worded.