

## **DESCRIPTION FOR THE GENERAL POPULATION**

### **The main objective of this project:**

To evaluate the career satisfaction of physicians practicing their career in Polish hospitals using a multidimensional approach and identify factors, that influence on job satisfaction, as well as factors that increase the tendency to doctor's migrations.

### **Research project methodology**

The project will be realized in two phases:

- 1) conduction of the systematic review of European physician satisfaction,
- 2) descriptive cross-sectional study with an on-line survey.

In systematic review we will use such databases as: Medline, Embase, PsycInfo, Cinahl, and the Cochrane Library for articles from 2000 through 2015. Each piece of research included in our review will be listed by: country of the research, physician type sample, the sample size and response rate, the tool to measure physician satisfaction, the scale of satisfaction and research results. The report of the systematic review will prepare as the diagnostic and comparative study.

The instrument, which will be used to measure physicians' career satisfaction will be an on-line questionnaire, which is adopted into the Polish system. The target population are physicians working at Polish hospitals. We are planning to collect data from approximately 1500 physicians working in hospitals. The tool has seventeen items; one measures global career satisfaction, and sixteen others measure career satisfaction levels through four dimensions:

- personal dimension,
- professional dimension,
- performance dimension,
- inherent dimension.

In addition, the questions regarding plans of migrations will be added. For data gathering a self-administered survey online will be conducted. Descriptive statistics and multivariable analyses will be performed to identify the key factors influencing physicians' job satisfaction and factors, which increase the tendency to migrations.

### **Reasons for choosing the research topic**

Human resources for health are the key element of the health care system. The quality and quantity of health care services depends largely on the availability of adequate numbers of properly trained and satisfied health workers who constitute the health sector's most important resource. The situation of Polish doctors is particularly disadvantageous, since some of the lowest employment rates per 10,000 inhabitants and the high rate of migration (about 7%).

The reliable systematic review of physicians' satisfaction, conducted in EU countries, proposed in this project will bridge gaps in this area and will be very important for the development of health human resource management. Moreover in Polish literature there is no research and no published data regarding the level of satisfaction of Polish doctors with a multidimensional and integral approach. Until now, there has not been a nationwide survey aiming to measure Polish physicians' satisfaction, so there is a significant gap in this area and this project will try to answer for these needs.

The proposed project will provide the relevant information and data to inform health care managers and policy makers concerning physicians' satisfaction and their determinants. It is especially important in the context of doctor's migrations. This project presents a great opportunity to capture a picture of physicians' satisfaction in Poland in comparison to other European countries. Publication and dissemination of project's reports will be an important added value to the field of management of human resources for health.