

The General Practitioner Teacher's Job Satisfaction Influences their Medical Students Wish to Join the Field

Damian N. Meli, Angie Ng, Sarah Singer, Peter Frey, Mireille Schaufelberger
Berner Institut für Hausarztmedizin **BIHAM**

Introduction

There will be increasing competition for young physicians in Switzerland as more and more physicians retire (1).

While enthusiasm towards GP work is important for GP teachers as role models, satisfaction within the profession has declined (2).

Aim of the Study

This study aims to determine if medical students' desire to become GPs is related to the job satisfaction of their teaching GPs and explore the factors tied to this job satisfaction.

Method

In this cross-sectional, correlational study, teaching GPs of the University of Bern and the fourth year medical students completing internships with them filled in separate questionnaires.

Discussion

Medical students' perception of their GP teacher's job satisfaction positively affect their wish to become GPs, and their satisfaction with their internships adds to this.

Enhancing the positive aspects of GP work, such as recognition, and improving negative ones, such as administrative duties, is necessary to attract medical students into the GP field.

GP teachers should receive briefing on positive role modelling and communicating with medical students regarding their expectations of internships.

Results

| Item | Mean Score +/- Standard Deviation (Scale 1-7) | Correlation with Total GP Satisfaction Score | Correlation with Students' Perception of GP Satisfaction |
|--|---|--|--|
| Satisfaction with the clerkship | 6.1 +/- 1.09 | Ns | 0.520, p<0.01 |
| Student's Perception of GP's Satisfaction with Job | 5.99 +/- 0.91 | 0.257, p<0.05 | 1 |
| Wanting to be a GP before clerkship | 3.38 +/- 1.70 | Ns | Ns |
| Wanting to be a GP after clerkship | 4.26 +/- 1.47 | Ns | 0.255, p<0.05 |

Table 1:

Whether or not the GP teacher is perceived by a student to be satisfied with her/his job is correlated to that student's satisfaction with the internship.

This is, in turn, correlated with student's wish to be a GP after the internship.

Data show results from 92 pairs of teacher-student questionnaires.

Table 2:

Results show which factors are most related to GP job satisfaction.

Regarding all aspects, GPs are very satisfied with their jobs. Factors that are associated with a high satisfaction include

- Recognition of ones work
- Opportunity to use own skills
- Freedom of taking own decisions
- Amount of responsibility given
- Colleagues and practice staff
- Variety of work

Factors that are associated with a lower satisfaction include

- Working hours
- Income
- Related government policies

| Rank | Satisfaction with | Mean Score +/- Standard Deviation (Scale 1-7) | Corrected Correlation with Total Scale |
|------|------------------------------------|---|--|
| 1 | Satisfaction regarding all aspects | 5.60 +/- 0.961 | 0.723 |
| 2 | Recognition of your work | 5.49 +/- 1.288 | 0.665 |
| 3 | Opportunity to use own skills | 6.17 +/- 0.897 | 0.627 |
| 4 | Freedom of taking own decisions | 6.16 +/- 0.986 | 0.625 |
| 5 | Amount of responsibility given | 5.70 +/- 1.070 | 0.604 |
| 6 | Physical working conditions | 4.93 +/- 1.305 | 0.504 |
| 7 | Colleagues and practice staff | 6.01 +/- 0.863 | 0.495 |
| 8 | Working Hours | 4.41 +/- 1.285 | 0.478 |
| 9 | Variety | 6.15 +/- 0.979 | 0.458 |
| 10 | Income | 5.08 +/- 1.303 | 0.448 |
| 11 | Related government policies | 2.95 +/- 1.287 | 0.192 |

Regarding working hours, particularly the amount of paper work was associated with a low satisfaction, but not the on call hours.

Age and gender of the GPs, urban or rural setting, size of the practices, and being employed or self-employed was not associated with the total satisfaction.

[1] Buddeberg-Fischer, B, Stamm, M, Buddeberg, C, Bauer, G, Hämmig, O, Knecht, M, et al. The impact of gender and parenthood on physicians' careers – professional and personal situation seven years after graduation. BMC Health Services Research. 2010; 10.

[2] Zuger, A. Dissatisfaction with Medical Practice. New England Journal of Medicine. 2004;350(1):69-75.