

The relation between quality of work life and the physicians intention to Leave causes from the family physician program in Mashhad University of Medical Sciences in year 2015

¹ Ali Vafae najar
² Elaheh Houshmand
³ Habibolah Esmaily
⁴ Hosein Ebrahimipour
⁵ Mahdi Gholian Aval
⁶ Zahra Chaman*
⁷ Razieh Salimi

1- Health Sciences Research Center, School of Health, Mashhad University of Medical Sciences, Mashhad, Iran

2- Economics and Management Sciences Department, School of Health, Mashhad University of Medical Sciences, Mashhad, Iran

3- Biostatistics and Epidemiology Department, School of Health, Mashhad University of Medical Sciences, Mashhad, Iran

4- Family Physician Department, School of Medicine, Mashhad University of Medical Sciences, Mashhad, Iran

5- Health Education and Promotion Department, School of Health, Mashhad University of Medical Sciences, Mashhad, Iran

6- Student Research Committee, Economics and Management Department, School of Health, Mashhad University of Medical Sciences, Mashhad, Iran

7- General Practitioner, Roshkhar City Health Center, Mashhad University of Medical Sciences, Mashhad, Iran

* Student Research Committee, Economics and Management Department, School of Health, Mashhad University of Medical Sciences, Mashhad, Iran
 Email: chamanz1@mums.ac.ir

Abstract

Introduction: Some factors led to the desertion of family physicians form their work in the rural areas of Iran. The aim of this study is to determine the relationship between the quality of work life and factors that causes the physicians to leave form the family physician program.

Methods: In this cross-sectional study, survey was done in statistic and questioning method in physician program administrative centers as well as working physicians. data were collected through researcher made questionnaire measure dimensions planning, motivation, payment of salaries, performance evaluations, facilities and amenities, making culture of intention to Leave and Van Laren standard questionnaire measure job satisfaction, working conditions, wellness General situation, stress at work, control at work and work-home balance. the questionnaires were designed according to the Likert scale(5). Scores after aggregated, were balance (0-100).data were analyzed using t-test, Chi-squared test, Anova analysis and Correlation by SPSS ۲۱ (p<0.05).

Results: The average of the physician reported medium quality of work life (about 57.3).quality of work life from the aspects of stress at work(62.3), general feeling of wellness(61.2) was favorable. the average score of intention to leave is high (72.4).the scores of intention to leave the dimensions of planning(77.4) and evaluation performance(84.3) was high. There was inverse significant relation between the score of intention to leave with different aspects of quality of work life (exception aspect of Stress at work) (p<0.05). There is no significant relationship between demographic factors with different dimensions of intention to leave. Physicians who were bivouac or with less work experience had the lower average of work life quality. factors influencing turnover intentions were the higher workload, time-consuming documentation of health records, Poor performance evaluation and referral system.

Conclusion: Designing a performance evaluation plan, fair paying system, improve facilities and amenities can reduce the physician intention of leave from the family physician program.

Key words: Family physician, quality of work life, Intention to Leave