

Abstract

In the past decade, work stress and its impact on job satisfactions has been extensively studied in academic literature. Most of such studies were conducted in different sectors such as banking sector and telecommunication etc. This study targets to offer a comprehensive understanding of and investigate the impact of work stress factors on job satisfaction in FCPS trainees in LUMHS Hyderabad and Jamshoro. This is because in the medical Profession FCPS trainees have to cope with two things, study and work together, so they face problems. To achieve the objectives of this research, a literature review was conducted to provide a better understanding of the two concepts and to identify the main work stress factors that impacts on job satisfaction. A quantitative study was done by distributing a close-ended questionnaire to FCPS trainees working in the LUMHS and its sub-branches. The Survey questionnaire was divided into three main sections; demographic, work stress and job satisfaction. This structure aimed to have an optimal understanding of the background of the respondents and to measure the elements that are relevant to the concepts targeted in this study. The multiple Regression Analysis Technique was used for analysis. The findings indicate that work stress factors such as, working hours, interpersonal connections, academic and performance pressure, have a positive correlation with job satisfaction and negative correlation of delay in stipends on job satisfaction. Thus, this study recommends that hospitals should take interest in increasing levels of job satisfaction, need to establish proper system that focuses on providing sufficient stipends on time and simultaneously look into enhancing policies. The research also provides some suggestions for future researchers to improve the understanding of their researches and impact of work stress factors on job satisfaction.