

Practice Type and Job Satisfaction Among Recent Pediatric Dental Graduates



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INTRODUCTION

In recent times, new dental graduates and other healthcare fields have expressed lower job satisfaction rates compared to more seasoned professionals. Job satisfaction among graduates of pediatric dentistry programs has not been heavily researched, and few studies have explored the job satisfaction of recently graduated pediatric dentists. Exploring job satisfaction among recent pediatric dentists, graduating in the past five years, could provide valuable insight regarding their practice patterns as well as the factors that may potentially positively influence job satisfaction.

PURPOSE

To investigate job satisfaction according to different practice types among recent pediatric dental graduates in the United States.

METHODS

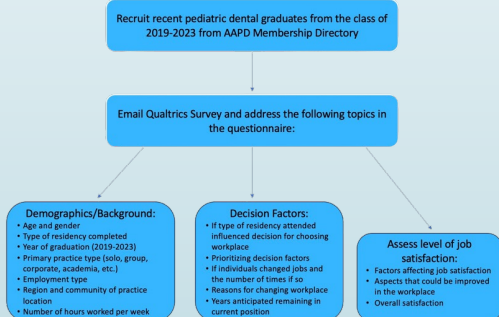


Figure 1: Recruitment and Questionnaire Breakdown

- Level of satisfaction of various factors as well as overall job satisfaction were measured using the five-point Likert scale:



Figure 2: Factors Affecting Job Satisfaction

Significant association was tested between practice type and job satisfaction using the ANOVA test. Additional relationships of variables with job satisfaction were determined using two-sample t-test analysis. Descriptive statistics were also used to provide a summary of variables. The level of significance was set to 0.05.

RESULTS

Response Rate			
Surveys Sent: 2,053	Completed Surveys: 130 (6%)		
Predominant Gender and Age Group			
Females: 77 (59%)	25-34 years old 89 (68%)		
Primary Practice Type			
Group: 60 (46%)	Solo: 38 (29%)	Corporate: 20 (15%)	
Other (Academia, Military, Public Health): 12 (9%)			
Employment Type			
Employee: 99 (76%)	Sole Proprietor: 14 (11%)	Independent Contractor: 11 (9%)	Partner: 6 (5%)
Overall Satisfaction			
Satisfied: 99 (76%)		Dissatisfied 19 (15%)	
		Neutral 12 (9%)	

Figure 3: Descriptive Statistics

- Factors related to job satisfaction were autonomy 114 (88%) and work-life balance 104 (80%), while those related to dissatisfaction were benefits 47 (36%) and stress/burnout 37 (28%).

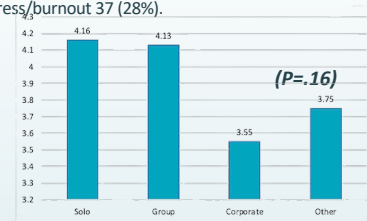


Figure 4: Practice Type and Job Satisfaction

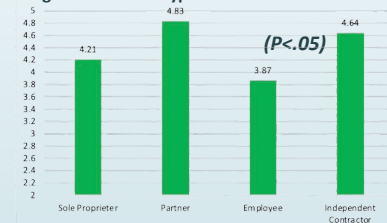


Figure 5: Employment Type and Job Satisfaction

CONCLUSIONS

- Although not statistically significant, recent pediatric dental graduates in solo and group practices report higher job satisfaction compared to those in other practice settings.
- Employment type and job satisfaction have a statistically significant association.
- Those dissatisfied with their jobs reported lack of benefits and stress/burnout as major reasons for dissatisfaction.