Abstract

Objective: In this study, it was aimed to show the relationships between job satisfactions, organizational commitment and burnout levels of health personnel, who was working at the Ministry of Health Hospital - Training and Research Hospital of Ordu University, by Structural Equation Modeling (SEM) technique.

Methods: In this cross-sectional study, the Maslach Burnout, Minnesota Job Satisfaction and Allen-Meyer Organizational Commitment Scales were used on 486 health personnel, namely; physicians, nurses, health technicians and others.

Results: The SEM analysis revealed that there is a significant negative relationship between burnout and organizational commitment and a positive relationship between job satisfaction and organizational liability on the health workers. It also exhibited a negative relationship between burnout and job satisfaction of the working personnel.

Conclusion: Hospital managers or decision-makers ought to re-examine the workload of their employees. They should be able to recognize how to make inspiring decisions that constitute a positive collaborative mind-set, which affects their employees inarguably. This can be accomplished with a good balance due to understanding fair management policy, which covers giving their employees right amount of workload, and provide a suitable working environment. This fair play leads to reduce their burnout and increase their job satisfaction and organizational responsibility. Hence, health workers would be happier and energized at work and be loyal to their respective institutions, which enhance their productivity.