

Factors Impacting Job Satisfaction Levels Among Physiotherapists In Uttar Pradesh

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Cite this paper as: Prof. (Dr) Shahiduz Zafar, et al (2025) Factors Impacting Job Satisfaction Levels Among Physiotherapists In Uttar Pradesh. *Journal of Neonatal Surgery*, 14 (25s), 01-06.

Abstract

This research considers variables affecting job satisfaction among physiotherapists in Uttar Pradesh, with an emphasis on age, experience, workload, and patient volume. A cross-sectional survey of 302 physiotherapists compared job satisfaction differences across various demographic categories. Results show there are significant differences in job satisfaction ($p < 0.001$). Young physiotherapists (21-27 years: 142.1 ± 13.908) were more satisfied than mid-career professionals (42-48 years: 134.89 ± 12.663). In a similar fashion, novice physiotherapists (0-2 years: 141.25 ± 13.583) were more satisfied compared to mid-career practitioners (6-10 years: 136.00 ± 11.155). Weak but significant correlation was established between age ($r = 0.370$, $p = 0.043$) and experience ($r = 0.399$, $p = 0.050$) and job satisfaction. Mid-career discontent could be due to heavy workload and lack of career advancement. Resolution of these concerns by means of enhanced work-life balance, career progression, and pay can enhance job satisfaction. Future studies need to identify other workplace factors to enhance retention and wellness among physiotherapists.

Keywords: Job Satisfaction, Physiotherapists, Career Experience, Age Demographics, Employee Retention

INTRODUCTION

Job satisfaction is one of the primary factors that influence the efficiency, motivation, and well-being of professionals in any profession, including healthcare(1). Physiotherapists are part of the healthcare practitioners who have a vital function to improve the physical health, mobility, and well-being of their patients(2). Physiotherapy requires a high level of competence, dedication, and patient-centered care, such as working for extended periods of time, hard work, and mental resilience(3,4). With regard to this, it is essential to determine the factors influencing the job satisfaction of physiotherapists with a view to improving their work life, reducing burnout, and ensuring better healthcare outcomes (5). Uttar Pradesh is India's largest and most populous state and has a diverse system of healthcare that includes private and public physiotherapy centers(6). Physiotherapists in Uttar Pradesh have individual problems that relate to workload, salary schemes, career development prospects, work-life balance, and professional status. Physiotherapists' job satisfaction in Uttar Pradesh is governed by a chain of key determinants, including organizational procedures, working culture, job security, professional independence, communication with patients, and interpersonal relationships. Health policymakers, managers, and schools need to be aware of the determinants in order to improve the workplace and retain competent physiotherapists(7,8). There has been some research conducted on job satisfaction among healthcare workers, but not much research has focused on physiotherapists in Uttar Pradesh(9). With growing demands for the treatment of physiotherapy because of increasing numbers of musculoskeletal disorders, sports injuries, and post-surgical rehabilitation requirements, there is a pressing need to quantify the satisfaction of the physiotherapists and pinpoint areas that can be improved(10–12). The results of the study will be helpful in formulating strategies for improving job satisfaction, and hence overall development and efficiency of physiotherapy services in the state. The objective of this study is to examine various determinants of job satisfaction among physiotherapists in Uttar Pradesh, such as intrinsic aspects of professional growth and appreciation and extrinsic ones like compensation trends, workloads, and organizational setting. Based on all these parameters, this study will assist in concluding about problems encountered by physiotherapists and suggesting ways to create a more satisfactory and inspiring working environment. Lastly, this research will assist in advocating for physiotherapy as a professional vocation, with enhanced job satisfaction, retention, and provision of healthcare in the profession.

METHODOLOGY

The research utilizes a quantitative method to analyze determinants of job satisfaction among physiotherapists in Uttar Pradesh. Through statistical analysis of the survey data, the research seeks to determine patterns, correlations, and associations between various variables that are pertinent to job satisfaction. A cross-sectional study design is utilized, through which data can be collected and analyzed at one point in time. This is a suitable design for estimating the determinants and prevalence of job satisfaction of physiotherapists across various work environments. The study takes into account different demographic and work-related factors. The demographic factors include age and work experience, and these are vital factors in how individual attributes affect job satisfaction levels. Work-related predictors like average patients seen per day, working daily hours, and working weekly hours are used to ascertain physiotherapists' workload and professional requirements. Job satisfaction is also assessed using a standardized survey scale where facets like workload, work environment, remuneration, career progress opportunities, independence, co-worker and supervisor support, and opportunities for professional progress are examined. The respondents measure the level of satisfaction on a Likert scale that varies from strongly disagree to strongly agree. The scale yields data about the factors that affect the job satisfaction of physiotherapists. The research takes place in Uttar Pradesh, which is a prominent area where physiotherapists work in different healthcare centers. The population of interest includes practicing physiotherapists from hospitals, clinics, rehab centers, schools, and community health centers. In order to ensure concentration, the study includes only practicing physiotherapists during the study period as clinicians with less than five years of experience as clinicians and 30 years and younger. Participation is restricted to those who agree. Exclusionary factors include those who are ex-clinicians, medically unstable individuals, those severely depressed, and those full-time academicians. The overall sample size in the current study is 895 physiotherapists, which were recruited by convenience sampling to facilitate easy access to the participants with the inclusion criteria. Sample size calculation was done by z-test for correlation (Tetrachoric model) with two-tailed test, H1 correlation of 0.1, significance of 0.05, and power of 0.95, and overall sample size of 895. All 895 physiotherapists were approached, and 302 participants agreed to be the final study sample for analysis. Procedure for data collection starts with recruitment and selection of Indian Association of Physiotherapy (IAP) database physiotherapists to provide diversified samples based on different healthcare setups. Job Satisfaction Survey Scale is sent through Google Forms, and participants are sent the survey link via email and Whatsapp. A notice of purpose, procedure, and confidentiality is given to the subjects prior to taking part, and an online consent form is used to obtain voluntary participation. Respondents then fill out the survey, which consists of demographic information and job satisfaction ratings. Responses are kept confidential and anonymized to be stored securely. After data collection is done, responses are cleaned accordingly in a way that ensures complete and correct responses are used for analysis.

RESULT

Findings of this research are useful to understand the levels of job satisfaction among physiotherapists in Uttar Pradesh in terms of their demographic profile, age, and years of experience. 302 physiotherapists have contributed to the study, and their demographic information shows an average age of 35.16 years (SD = 7.398), with an average experience of 11.831 years (SD = 7.3193) as practicing physiotherapists. The respondents indicated an average of 47.66 hours of work per week (SD = 18.034) and visited about 16.93 patients per day (SD = 13.307). These results indicate that the respondents, in general, have a high level of professional experience and a large workload, which can affect their general job satisfaction levels. From the analysis of job satisfaction based on different age groups, there are significant differences. The age group of 21-27 had the highest level of job satisfaction with a mean of 142.1 (SD = 13.908), reflecting a generally positive attitude among young professionals. The job satisfaction rate decreased marginally in the 28-34 years bracket with the mean rate of 136.21 (SD = 13.315), reflecting a reduction in satisfaction as professionals enter the mid-career stage. The age group of 35-41 years had a mean score of 139.43 (SD = 19.861) with a very slight improvement from the previous category. The 42-48 years category had the lowest levels of job satisfaction, with a mean of 134.89 (SD = 12.663), possibly reflecting a buildup of work pressure, workload difficulties, or stagnation issues. Interestingly, job satisfaction scores were reported by professionals aged over 50 years with a mean score of 139.0 (SD = 18.385), indicating a possible re-emergence in satisfaction levels with age or stability in their career profession. The p-value (<0.001) shows that these differences in job satisfaction between various age groups are statistically significant.

Likewise, job satisfaction scores by years of experience indicate differences in perception between various stages of a career. Newly graduated physiotherapists (0-2 years of experience) had the highest satisfaction ratings, with a mean score of 141.25 (SD = 13.583), indicating enthusiasm and optimism during the initial years of their practice. Satisfaction levels trended downwards step by step for the 3-5 years (Early Career) group that recorded a mean of 138.56 (SD = 16.741), and this was followed by the 6-10 years (Mid-Career) group where lower satisfaction levels were recorded with a mean of 136.00 (SD = 11.155). It can be indicated that mid-career workers will be facing enhanced issues pertaining to workload, professional development, or economic hardship. But there was a slight increase in satisfaction in the 11-15 years (Experienced) group, whose mean score was 138.13 (SD = 20.283), and in the 16+ years (Veteran) group, whose mean level of satisfaction was 138.39 (SD = 14.841). These results indicate that job satisfaction takes a U-shape, with greater satisfaction at the onset and toward the end of one's career, and relatively lower satisfaction levels among mid-career workers. The p-value of <0.001 indicates that these differences according to levels of experience are statistically

significant. To explore the association between job satisfaction and primary demographic variables further, correlation tests were undertaken. There was a weak positive correlation between job satisfaction and age, which was statistically significant, with a correlation coefficient of 0.370 ($p = 0.043$). This indicates that job satisfaction slightly increases as physiotherapists get older. There was also the same pattern for work experience, with a correlation coefficient between experience and job satisfaction being 0.399 ($p = 0.050$), again showing a weak but statistically significant positive correlation. These results suggest that while age and experience contribute to some degree to job satisfaction, other factors such as organizational environment, pay, career advancement opportunities, and interpersonal relationships could contribute more significantly to overall job satisfaction.

TABLE NO 1 – SHOWS THE DEMOGRAPHIC DETAILS OF THE SUBJECTS

VARIABLES	N	MENS±SD
AGE	302	35.16±7.398
YEARS OF EXPERIENCE AS A PHYSIOTHERAPIST	302	11.831±7.3193
WORK HOURS PER WEEK	302	47.66±18.034
AVERAGE NUMBER OF PATIENTS SEEN PER DAY	302	16.93±13.307

TABLE NO 2 - SHOWS THE AGE-WISE JOB SATISFACTION OF THE SUBJECTS

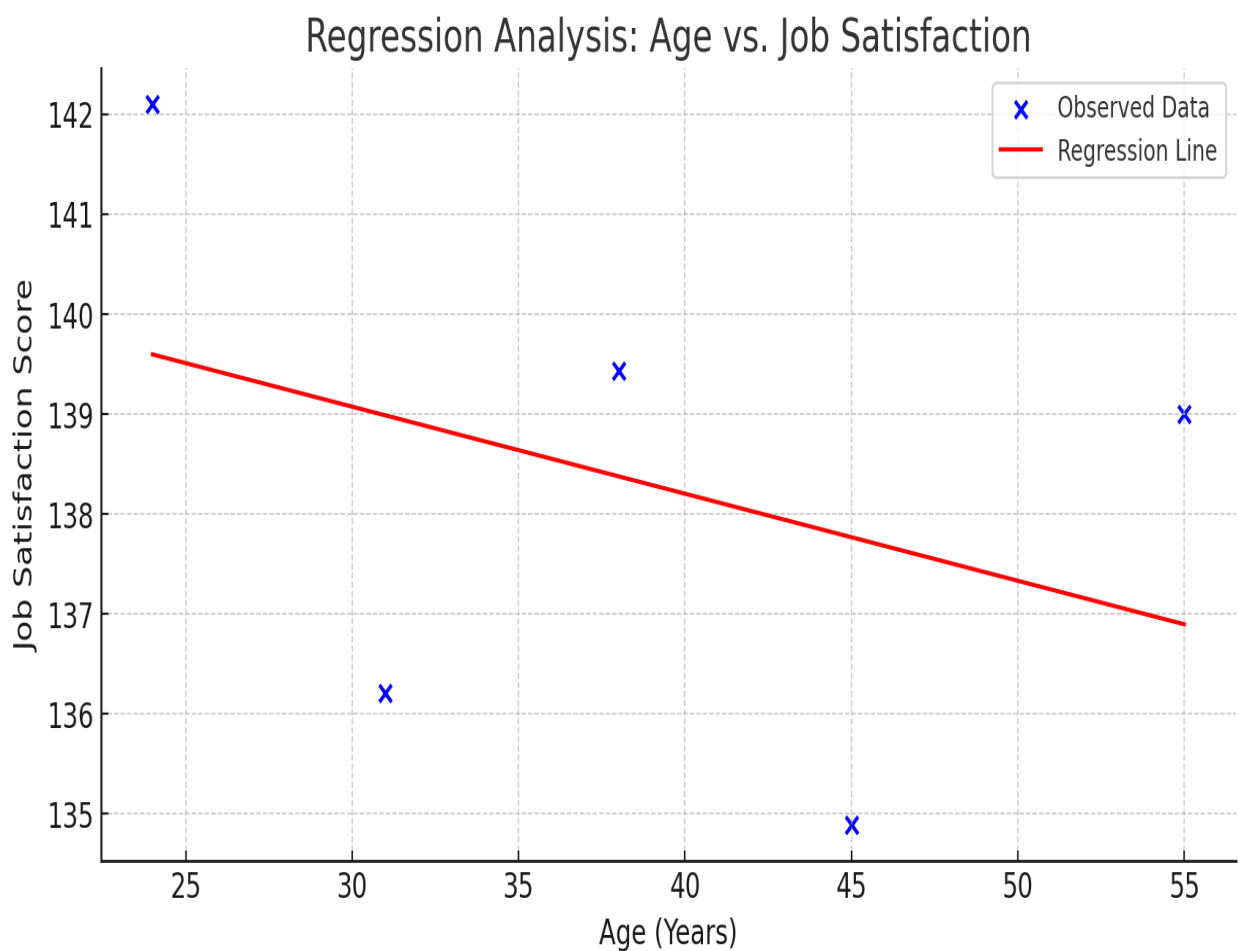
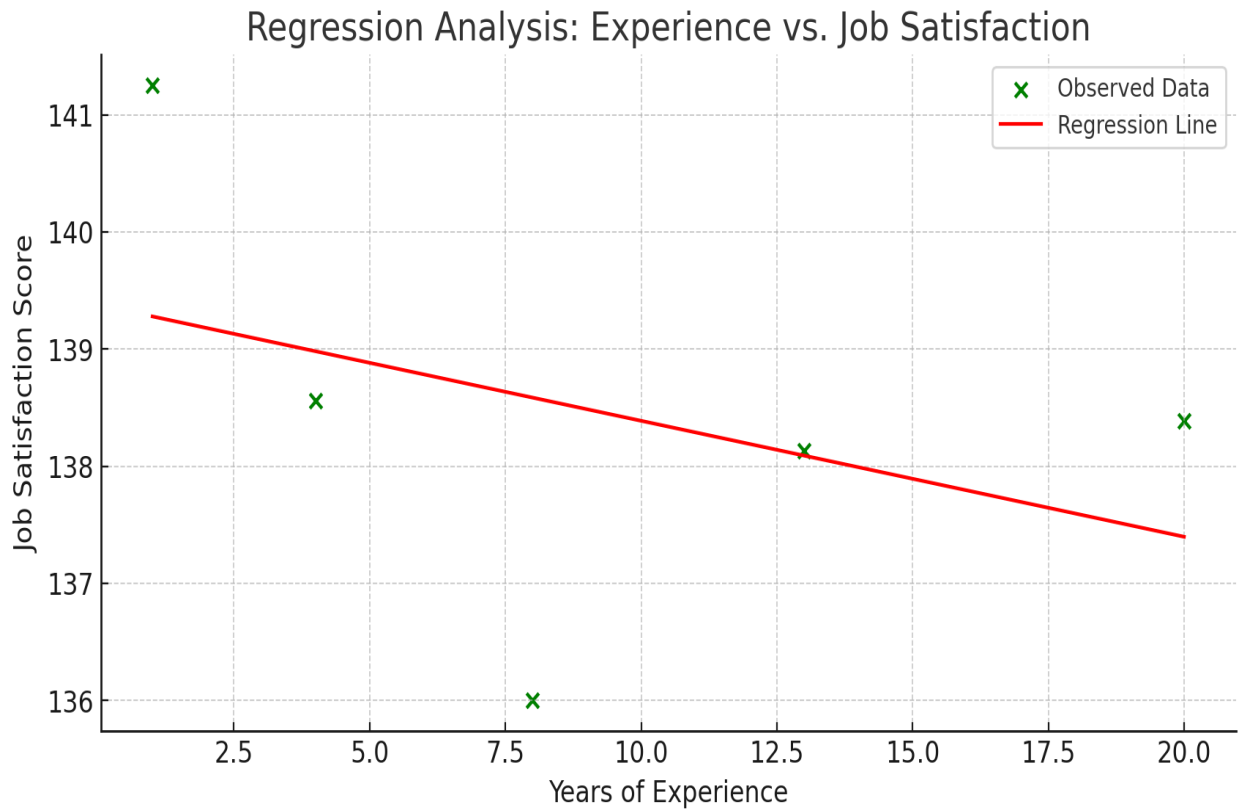
Age Category	Mean (SD)	P VALUE
21-27 years	142.1 ± 13.908	P<0.001
28-34 years	136.21 ± 13.315	
35-41 years	139.43 ± 19.861	
42-48 years	134.89 ± 12.663	
Above 50	139.0 ± 18.385	

TABLE NO 3 - SHOWS THE EXPERIENCE-BASED JOB SATISFACTION OF THE SUBJECTS

Experience Category	Mean ± SD	P VALUE
0-2 years (Beginner)	141.25 ± 13.583	P<0.001
3-5 years (Early Career)	138.56 ± 16.741	
6-10 years (Mid-Career)	136.00 ± 11.155	
11-15 years (Experienced)	138.13 ± 20.283	
16+ years (Veteran)	138.39 ± 14.841	

TABLE NO 4 - SHOWS THE CORRELATION BETWEEN VARIABLES

	Correlation Coefficient	P-Value
Age vs. Job Satisfaction	0.370	0.043
Experience vs. Job Satisfaction	0.399	0.050



Discussion

The findings of this study provide valuable insights into the job satisfaction levels of physiotherapists in Uttar Pradesh and highlight key demographic and work-related factors influencing their professional contentment. The results indicate significant variations in job satisfaction across different age and experience groups, with younger and early-career physiotherapists reporting higher satisfaction compared to their mid-career counterparts. However, job satisfaction appears to improve slightly in the later stages of a physiotherapist's career, suggesting a career-adjustment phase that influences overall professional well-being.

The demographic analysis of the respondents reveals that the mean age of the participants was 35.16 years ($SD = 7.398$), with an average professional experience of 11.831 years ($SD = 7.3193$). Physiotherapists in this study reported a high workload, working an average of 47.66 hours per week ($SD = 18.034$) and attending approximately 16.93 patients per day ($SD = 13.307$). This substantial workload may be a contributing factor to the variations in job satisfaction, particularly among mid-career physiotherapists who experience a decline in satisfaction. A heavy workload, coupled with long working hours and patient demands, can lead to physical exhaustion, stress, and burnout, all of which are well-documented concerns in healthcare professions.

The analysis of job satisfaction across different age categories demonstrates that younger physiotherapists (21-27 years) have the highest job satisfaction scores (142.1 ± 13.908), while the lowest satisfaction is observed in the 42-48 years age group (134.89 ± 12.663). The satisfaction scores improve slightly in the above 50 years category (139.0 ± 18.385), indicating that senior professionals may experience greater stability and professional contentment as they progress in their careers. A possible explanation for the decline in job satisfaction among mid-career physiotherapists could be increased responsibilities, stagnation in career growth, limited opportunities for promotion, and dissatisfaction with salary structures. In contrast, physiotherapists in the later stages of their careers may have adapted to workplace challenges, achieved career stability, or gained higher professional autonomy, contributing to a renewed sense of satisfaction. The p-value (<0.001) indicates that age has a statistically significant impact on job satisfaction.

Similarly, variations in job satisfaction based on years of experience reveal a pattern in which satisfaction is highest among physiotherapists with 0-2 years of experience (141.25 ± 13.583), followed by those with 3-5 years (138.56 ± 16.741). A noticeable decline is observed in mid-career professionals, particularly those with 6-10 years of experience (136.00 ± 11.155), reinforcing the trend of lower job satisfaction in mid-career stages. However, job satisfaction levels show a slight increase among experienced (11-15 years: 138.13 ± 20.283) and veteran (16+ years: 138.39 ± 14.841) physiotherapists, suggesting that senior professionals may experience greater job security, professional recognition, and work-life balance, leading to improved satisfaction levels. The p-value (<0.001) confirms a statistically significant relationship between years of experience and job satisfaction.

The correlation analysis further examines the relationship between job satisfaction and key demographic factors. The correlation coefficient between age and job satisfaction (0.370 , $p = 0.043$) suggests a weak but statistically significant positive correlation, indicating that job satisfaction tends to increase slightly with age. Similarly, the correlation between experience and job satisfaction (0.399 , $p = 0.050$) also shows a weak positive correlation, suggesting that although job satisfaction fluctuates across different career stages, there is a slight overall increase in satisfaction as experience grows. These findings suggest that while age and experience contribute to job satisfaction, they may not be the sole determinants. Other factors such as work environment, professional autonomy, salary structure, career growth opportunities, and organizational support may play a more substantial role in shaping job satisfaction levels.

The findings of this study align with previous research suggesting that job satisfaction in healthcare professions follows a U-shaped trajectory, where satisfaction is highest in the early and later stages of a career but declines during the mid-career phase. Mid-career dissatisfaction may be attributed to factors such as workload pressure, limited career advancement opportunities, financial constraints, and workplace stress. In contrast, senior physiotherapists may benefit from professional stability, recognition, and leadership roles, leading to an improvement in satisfaction levels. The statistically significant correlations suggest that workplace policies should focus on addressing the concerns of mid-career physiotherapists by offering structured career growth opportunities, reducing workload pressures, and improving salary scales to enhance overall job satisfaction.

Despite these insights, the study has certain limitations. The use of convenience sampling may limit the generalizability of the findings, as the sample may not fully represent all physiotherapists in Uttar Pradesh. Additionally, self-reported data on job satisfaction may be subject to response bias, as participants may overestimate or underestimate their satisfaction levels. Future research should consider employing longitudinal studies to track changes in job satisfaction over time and explore additional factors such as workplace culture, job autonomy, and interprofessional relationships.

Conclusion

In conclusion, this study highlights important trends in job satisfaction among physiotherapists in Uttar Pradesh, revealing significant variations across different age and experience groups. The findings suggest that mid-career professionals face the greatest challenges in terms of job satisfaction, while early-career and senior professionals report relatively higher satisfaction levels. The weak but statistically significant correlations indicate that job satisfaction is influenced by multiple factors beyond age and experience. These insights underscore the need for healthcare organizations and policymakers to

implement targeted strategies aimed at enhancing workplace conditions, promoting career growth, and improving work-life balance to foster higher job satisfaction among physiotherapists.

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