

Economic changes impacted job satisfaction for health care professionals working in services for people with intellectual disability.

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Abstract

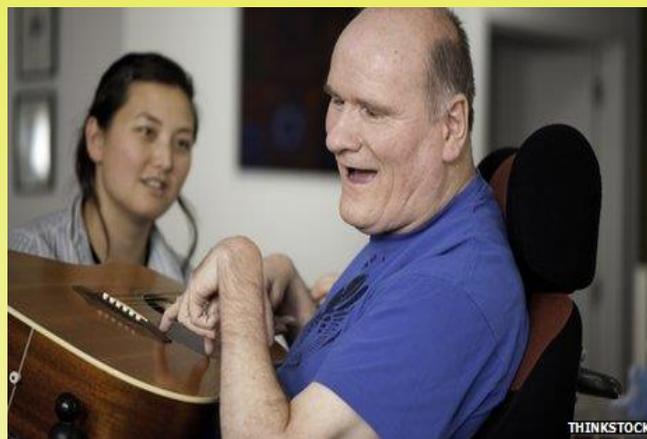
The purpose of this study will explore the literature with particular focus on job satisfaction referencing to the diversity of health care professional working within non-profit organisations providing a wide range of services. The author of this study is employed in a day service setting of a non-profit organisation for several years. She is in regular contact with a multiplicity of health care professionals and has the knowledge of the structure and function within the organisation. The design of this research is a qualitative approach using semi structured interviews to collect data in individual and group settings.

Introduction

Over the past years Ireland experienced significant changes resulting of the economic crisis worldwide. With the end of the Celtic tiger and the beginning of the recession many changes have affect the public sector providing short and long term care and services to people with intellectual disabilities. While funding went towards improving and supporting new services to facilitate the demand such as inclusive school projects, employment agents, work experience workshops and social clubs (Towards 2016, 2006, p.32) most areas have been affected by the cut backs announced by the budgets over the recent years.

On one side a non-profit organisation is compelled to ensure governmental changes will be implemented and economic saving targets have been met, on the other side resources are needed to continue the high standard of care expected by the Health Information and Quality Authority (HIQA).

This study will provide an overview on influential factors in social care settings as well as legislations and economic changes affecting services for people with intellectual disability. Further literature will be examined with references to job satisfaction, dissatisfaction and on theories of job satisfaction.



Method

The researcher chose a qualitative approach to conduct in this study an in-depth data led insight from health professional's working in an organisation providing services for people with an intellectual disability. The Method chosen enhances *the view and perspectives of the participants in a study* (Yin, 2011; p. 8) and allows the researcher to gain *eliciting information* (Bowling & Ebrahim, 2005, p.217). A qualitative method was the most applicable approach for this research as it is data led to gain an insight of *experiences and opinions* from health care professionals, *that is attuned to the intricacy of the subject matter* (Denscombe, 2010, p.173-174). The research involved in-depth, semi structured interviews within two group settings and five individual interview settings to explore job satisfaction and challenges health professionals experience providing care for people with an intellectual disability on the implication of recent economic changes in Ireland. Within the group interviews the interaction between participants was rich and in conversational style. The researcher used an Olympus VN-8800 PC Digital Voice Recorder for each interview. The transcription of each individual interview was conducted on a Toshiba Satellite Laptop

Each participant to part in their own free will and has not been compensated for their time and cooperation in any way.

Results

The main focus of this research was to understand the participant views on the impact on delivering of services for people with an intellectual disability and job satisfaction within the recent economic climate. This was conducted by accomplishing six in depth interviews in four one to one and two group set interviews. The thematic analysis of data collected disclosed five main themes, 1 changes in services, 2 professional identity, 3 relationship dynamic, 4 support network, 5 professional value and satisfaction.

Discussion

This data-led qualitative study took nine participants from different walks of life and have a broad range of qualification and experiences working in the field of disability in a non-profit organisation.

The interview process revealed a comprehensive and extensive scope in aspects such of affects on services and service user.

Significant was the worth that was placed on how economic changes had an impact on service user and health care professionals and was evident throughout this study. As this research suggested, service user as well as health care professionals were affected by cutbacks, limitation on funding and resources in non profit organisations providing services to people with intellectual disability.

All nine participants agreed on low levels of staffing and utilising resources within the organisation. Most participants welcome the implementation of HIQA standards and FETAC courses.

References

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