



ETHICS REVIEW APPLICATION FORM
POST-GRADUATE STUDENT TEMPLATE

SECTION A – GENERAL INFORMATION

1. TITLE OF RESEARCH PROJECT

JOB SATISFACTION AND BURNOUT AMONG PRIMARY HEALTH CARE WORKERS IN OBIO-AKPOR LOCAL GOVERNMENT AREA IN RIVERS STATE.

2. RESEARCH SUPERVISOR:

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3. RESEARCHER DETAILS:

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4. HEAD OF DEPARTMENT/INSTITUTE/SCHOOL/CENTRE:

Name: DR KINGSLEY DOUGLAS	
Department: PREVENTIVE AND SOCIAL MEDICINE	
Phone: 08033423383	Email: kingsley.douglas@uniport.edu.ng
Signature:	Date:

5. HOST SITES:

Indicate the location(s) where the research will be conducted:

University of Port Harcourt
 Affiliated Institutions e.g. CCE, UPTH specify site(s): _____
 Community with UNIORT area specify site(s): _____
 Other specify site(s): All primary health care centres in Obio-
 Akpor Local Government area _____

N.B. If the research is to be conducted at site requiring administrative approval/consent (e.g., in school), it is the responsibility of the researcher to obtain such prior to starting the project.

6. OTHER RESEARCH ETHICS COMMITTEE APPROVAL:

(a) Does the research involve another institution or site?	Yes*	No
(b) Has any other REB approved this project?	Yes	No *

UNIVERSITY OF PORT HARCOURT,PORT HARCOURT
DISSERTATION TOPIC:A SURVEY ON JOB SATISFACTION AND BURNOUT AMONG
PRIMARY HEALTH CARE WORKERS IN OBIO-AKPOR LOCAL GOVERNMENT LOCAL
GOVERNMENT AREA IN RIVERS STATE.

SECTION B – SUMMARY OF THE PROPOSED RESEARCH

1. RATIONALE

Describe the purpose and scholarly rationale for the proposed project. State the hypotheses/research questions to be examined. The rationale for doing the study must be clear. Please include references in this section. (Not more than 250 words)

In the society work determines peoples worth and place and also note that a persons psychological identity and sense of wellbeing is influenced by work (Heidi,1999) one of the greatest aspiration of any adult is to be in an employment were they are satisfied with what they do.

The primary health care workers (PHC) has the role of achieving health care services in the communities, at such the welfare of primary health workers has generated a lot of interest in research in the past decades (Bempah, 2013 cited in Singh & Joffrey, 2013).

PHC workers are often exposed to stressful working environment (Cooper, Dewe, Driscoll,2001) this often result into lots of negative consequences such as depression, risk of medical error which often interfere with patients safety, unprecedented Burnout and job dissatisfaction (Butawa, 2012) due to current shortage being experienced in the health sector (Alemshet, Hamza, Hassen, Jira, Morankah, 2011).

Spector (1997), and Williams(2014)defined job satisfaction as “the extent to which people like or dislike their jobs”.

Burnout 'is a syndrome of emotional exhaustion (fatigue), depersonalization (psychosomatization and social withdrawal) and lack of personal accomplishment' in an individuals work.(Maslach etal 1996) (Gorgievski and Hobfall 2008).

GENERAL OBJECTIVES

This study is aimed at establishing the level of job satisfaction and burnout among the PHC workers in Obio Akpor LGA and to identify their reasons for job dissatisfaction and job burnout.

RESEARCH QUESTION.

- 1.What is the overall level of job satisfaction of the different cadre of PHC workers in Obio-Akpor LGA?
2. What is the overall level of burnout of PHC different cadres in Obio-Akpor LGA?
3. What is the relationship between selected socio-demographic factors and job satisfaction of the PHC workers?
4. What is the relationship between selected socio-demographic factors and job burnout of PHC workers?
5. What link exists between job – satisfaction and burnout experienced among PHC workers?

2. METHODS

(a) Please describe all formal and informal procedures to be used. Describe the data to be collected, where and how they will be obtained and how they will be analyzed. (Not more than 350 words)

The study is a descriptive cross-sectional Primary Health Care based survey, in Obio-Akpor LGA in Rivers State. To determine the level of job satisfaction and burnout among the Primary Health Care Workers using population sampling. The workers are Doctors, Nurses, Laboratory Scientists /Technicians, Pharmacists, Community Health Officers and Social Workers in all the Primary Health Care Centres in Obio-Akpor LGA. Self administered Questionnaires shall be distributed to the workers during the break periods since all the health centres will be open throughout the week, all questionnaire are to be turned in by participants after 72 hours in which all information are expected to be thoroughly filled in. They detail will then be assembled for analysis by the researcher using SPSS version 20. They survey is expected to last for a period of three month: April to July 2016.

(b) Attach a copy of all questionnaires, interview guides and/or any other instruments.

3. PARTICIPANTS, INFORMANTS, OR DATA SUBJECTS

Describe the participants to be recruited, or the individuals about whose personal information will be collected. List the inclusion and exclusion criteria. Where the research involves extraction or collection of personally identifiable information, please describe from whom the information will be obtained, what it will include, and how permission to access the data is being sought. Where applicable, justify sample size. (Not more than 200 words)

Participants are all the primary health care workers in all of the eighteen health centre in Obio-Akpor Local Government Area in Rivers State.

INCLUSION CRITERIA

Primary Health Care Workers employed more than six months ago to work in any of the Primary Health Care centres in Obio-Akpor Local Government Area.

EXCLUSION CRITERIA

Any Primary Health Care Worker employed less than six months ago.
Workers that work as volunteers in any of the Primary Health Care centre.

With the permission from the Medical Officer for Health in charge of Obio-Akpor LGA and that of the Health officers in charge of each of the Primary Health Care centre visited. A written informed consent shall be obtained after verbal introduction of the researcher and the purpose of the research with emphasis on anonymity and confidentiality to reassure participants. Then the questionnaires will be issues afterwards to the participants when they agree to participate in the research through provision of unbiased, clear and full information as required in the questionnaire.

SAMPLE SIZE

The minimum sample size was calculated using 50% estimate proportion of PHC Workers in Obio-Akpor LGA. Since we are dealing with discrete variable we use the following formular.

$$n = \frac{pq}{(e/1.96)^2}$$

$$n = \frac{50 \times 50}{(5/1.96)^2}$$

$$n = \frac{2500}{6.5077}$$

$$= 384.18 \sim 384 \text{ participants}$$

Where n= sample size

P = working prevalence rate for PHC Workers in Obio-Akpor LGA.

$q = 100 - p$

e = margin of sampling error tolerated at 95% degree of confidence.

Adjusting for non- response rate of 10% = $10/100 \times 384.16 = 38.418$

Sample size = $384.18 + 38.418 = 422.598 \sim \mathbf{423}$ participants

4. DATA ANALYSIS

Describe data analysis and analytical method (if applicable). (Not more than 200 words)

All data collected with the questionnaire shall be manually coded and analysed using Statistical Package for Social Sciences (SPSS) version 20. A descriptive and inferential statistical analysis will be done. The use of frequency tables, graphic representations of bar charts. Test of association shall be done using binary logistic regression and ANOVA at 0.05 significance.

5. BENEFITS OF THE RESEARCH

(Not more than 200 words)

This survey serves as one of the prerequisite for the award of Masters of science in Public Health from the Department of Preventive and Social Medicine of Faculty of Clinical Sciences, of the School of Graduate Studies, University of Port Harcourt, Nigeria.

This is expected to add to the Health Workers body of knowledge and for them to be able to identify imminent signs of job dissatisfaction and burnout and guide against it through using every possible prevention, reduction and coping strategies so as to manage situations at work better.

Policy makers and Managers of Health Institutions through this survey will be able identify area in health care that needs to be improved so as to minimize the circumstances that leads to job dissatisfaction and burnout.

6. CONSENT PROCESS

Where applicable, please attach a copy of the information letter/consent Form, the content of any telephone script, letters of administrative consent or authorization and/or any other material which will be used in the informed consent process.

Ethical approval shall be obtained from the Research Ethical Committee of the University of Port Harcourt. An Introductory letter shall be obtained from my Research supervisor for the Medical Officer of health in charge of Primary Health Care centres in Obio-Akpor Local Government Area. Written informed consent shall be obtained prior to the administration of the questionnaires.

7. CONFIDENTIALITY

(a) Will the information be treated as confidential? Yes * No

(b) Describe the procedures to be used to protect the confidentiality of participants or informants, where applicable. (Not more than 100 words)

Any form of identification such as names or address shall neither be requested during contacts nor on the questionnaire so as to ensure anonymity and confidentiality. Rather code numbers will be assigned to the participants. All information gathered will be stored on the computer and file locked with codes to limit access to unauthorised persons.

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