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The relationship between physical self-concept and job satisfaction in the physiotherapists working in Saudi Arabia

Tabish Fahim

Associate Professor, Department of Physiotherapy, SoMAS, GD Goenka University, Haryana, India
ORCID Id: <https://orcid.org/0000-0001-8480-2593>
Email: tabish.fahim@gdgoenka.ac.in

Shadab Uddin

Lecturer, Department of Physical therapy, Faculty of Applied Medical Sciences, Jazan University, Jazan, Kingdom of Saudi Arabia
ORCID Id: <https://orcid.org/0000-0001-5945-8209>
Email: ssabauddin@jazanu.edu.sa

Waseem Mumtaz Ahamed

Lecturer, Department of Physical therapy, Faculty of Applied Medical Sciences, Jazan University, Jazan, Kingdom of Saudi Arabia
ORCID Id: <https://orcid.org/0000-0002-3607-3063>
Email: wahamed@jazanu.edu.sa

Irshad Ahmad

Assistant professor, Department of Medical Rehabilitation Sciences, College of Applied Medical Sciences, King Khalid University, Abha, Kingdom of Saudi Arabia
Email: iabdulhamed@kku.edu.sa

Abstract---Work satisfaction can be seen as a proxy for emotional or physiological health. Physiotherapists face high levels of occupational stress because their daily works puts considerable strain on the articular, skeletal and muscular systems, which are associated with excessive exertion that physiotherapists endure in their daily work. The purpose of present research was to find the relationship of Physical Self-Concept with the job satisfaction of the Physiotherapist working in Saudi Arabia. Study design was Convenient, descriptive-correlation type of study Design. In order to collect the data, the questionnaire on the physical self-concept and the job satisfaction survey were applied. Demographic data of subjects including gender, age, last educational degree, total working experience, the region in which they work, and duration of working on current job, were descriptively summarized to project the results. The dependents

variables for the statistical analysis were analyzed using correlation. 189 physiotherapists were surveyed about their Level of PSPP score ($M = 63.6$, $SD = 16.4$) and their MSQ score ($M = 69.2$, $SD = 14.7$). The relationship was positive, weak in strength and statistically significant ($r(189) = .34$, $p < 0.05$). The current study described the relationship between physiotherapists' physical self-concept and job satisfaction. Physiotherapists' job satisfaction rises as their PSC rises. This study also found that both male and female physiotherapists' job satisfaction is influenced by their physical self-concept.

Keywords---job satisfaction, self-concept, physiotherapist, stress

Introduction

In humans, an important attribute that strongly affects competitive decisions is the degree of confidence in one's abilities. Sliwinski, Z., et. al. (2014) stated that biases in self-confidence (i.e. over- and under confidence) can greatly affect individuals' well-being and position in society as well as eventually impacting society at different levels. All these years, an increase in performance has been the foundation need of what dreamed by all people to stand out in their respective field. Physiotherapy is referred to as physical therapy, involves evaluating, diagnosing, and treating a range of diseases, disorders, and disabilities using physical means. Employment opportunities for physiotherapists are tremendous as it is a career where the demand exceeds supply. Physiotherapy is a profession that can be highly stressful with personal and/or work-related factors adding to the pressure and influencing job satisfaction among physiotherapists. (Campo M, et.al., 2010).

Saudi Arabia (SA) is one of the fastest growing economies in the world. Over the past few decades, Saudi Arabia has witnessed enormous growth and change, with diseases of civilization, road traffic accidents, and increasing age, growing the demand for PT services. According to the 2013 government census, 33% of the population of SA consists of an expatriate workforce working indifferent fields, including health care. Physical therapy has been identified as the most important branch of the health care profession in SA (Alshami, A.M et.al., 2013), and PTs constitute the maximum number of staff working in the rehabilitation sector, out of which around 80% are employed by the government in hospitals (Alghahtani, A. et.al., 2007). Still there is a lack of research available on the job satisfaction levels of PTs in Saudi Arabia.

The daily work of a physiotherapist puts considerable strain on the articular, skeletal and muscular systems, which are associated with excessive exertion that physiotherapists endure in their daily work. Physiotherapists as an autonomous practitioner, and often working in a multidisciplinary health care environment, also encounter unique and complex ethical challenges like incompatibility of available resources and patient's needs (Hudon A, et.al., 2015), unethical behavior of physiotherapists or other professionals and realization of patients' autonomy (Kulju K, et.al., 2013). However, the high level of professional competence among these professionals does not translate into appropriate salary.

The lack of well defined range of responsibilities contributes to Physiotherapists less frequently declaring satisfaction with their work.

Job satisfaction is defined as the degree to which individuals feel positive or negative about their jobs (Schermerhorn JR 2010). It is a multidimensional response toward work and workplace environment and improves positive energy and performance (Bhatnagar K, Srivastava K, 2012). Job satisfaction can affect the behavior of employees that, in turn, affects organizational functioning (Bakotic D, 2016). Alderfer CP (1972) suggested that humans have three sets of basic needs: existence, relatedness, and growth. If attempts to satisfy needs with high priority are not fruitful, then the individual will focus on his demands that initially had a lower priority, which can lead to frustration and dissatisfaction. A few factors like autonomy, pay, task demands and organizational policies are also known to have a significant effect on job satisfaction (Gautam M. et.al., 2011). Satisfaction at work is also inversely associated with absenteeism, turnover in an organization, level of stress, and eventual exhaustion that ultimately improves productivity (Aazami S, et. al. 2015). Job satisfaction and morale among medical practitioners is a current concern worldwide (Huby G, et.al., 2002). Job satisfaction is one of the central variables in work and organizational psychology and is seen as an important indicator of working life quality (Dormann C, et.al., 2001). Behavioral and social science research suggests that job satisfaction and job performance are positively correlated (Bowron J, et.al; 1999).

Physical self-concept (PSC) is a person's perceptions of himself/herself formed through experience with and interpretations of his/her environment related to her physical domain (Shavelson et al. 1976). It is defined as self-perceptions about one's physical self and considered a significant antecedent of motivation, behavioural engagement, and mental health outcomes in exercise settings (Craven & Marsh, 2008). Physical self-concept is deemed essential for realising human potential (Craven & Marsh, 2008) and develops by internalising experiences in one's social environment (Marsh et al., 2010).

Much of the self-concept literature has reported developments within the realm of academics (Marsh & Shavelson, 1985). However, it is important to explore the non-academic facets of self-concept as well. For this study in particular, the relationship between self-concept and work related involvement is important. It has been proven that as an individual develops, facets of self-concept become increasingly independent (Marsh & Shavelson, 1985).

A review of existing literature provides the relationship of self concept in sports and academics. However, the prevalence of physical self-concept in Physiotherapists and its relation with job satisfaction needs to be determined. Therefore, this study will try to find the relationship of Physical Self-Concept with the job satisfaction in the Physiotherapist working in Saudi Arabia.

Method

In total, 189 physiotherapists (Both males and females) of age group 25 to 50 years, working in different hospitals and clinics of Saudi Arabia completed the forms online and were chosen to study according to the criteria of inclusion and exclusion. Study design was Convenient, descriptive-correlation type of

study Design. Eligible candidates were given the consent form through mail or WhatsApp in the form of a Google form. Descriptive variables of all subjects, such as gender, age, last educational degree, total working experience, designation of current job, the region of working, and duration of current job are recorded. In order to collect the data, the questionnaire on the physical self-concept was collected through “Physical Self-Perception Profile” (Fox, K. & Corbin, C. (1989), and the job satisfaction survey was collected through “Short form of Minnesota satisfaction questionnaire” (Weiss, D. et. al. (1967). Subjects who did not agree to fill the informed consent or Physiotherapists working as different professionals are excluded. The filled forms were collected for data analysis.

Results

Descriptive data

In our study we found that 189 (161 males and 28 female) physiotherapists participated in this study. Out of 189 Physiotherapists, there were 13 diploma holders, 102 graduate, 69 post graduate, and 5 PhD holder physiotherapists. 32 physiotherapists were working for more than 10 years, 65 physiotherapists were working for 6 to 10 years, and 92 physiotherapists were working for less than 5 years in the same organization. 113 physiotherapists had experience of 5 years or less, 61 had 61 to 10 years of experience, and 15 were having experience of more than 10 years. Out of 189 physiotherapists, 107 physiotherapists were senior physiotherapists, and 82 were junior physiotherapists. 79 physiotherapists of age 25-30 years, 68 physiotherapists of 31-35 years, 35 physiotherapists of 36-40 years and 7 physiotherapists of more than 40 years participated in the study.

Mean and standard deviation of PSPP score and MSQ Score

The overall mean of PSPP Score statistics shows that female physiotherapists have more score as compared to that of male PSPP Score and total PSPP Score. The overall mean of MSQ Score statistics shows that both male and female physiotherapists have almost same score. (Table 1, Graph 1.)

Table 1. Mean and standard deviation of PSPP score and MSQ Score				
	PSPP Score in %		MSQ Score in %	
	Mean	SD	Mean	SD
Female (28)	67.2	19.0	69.5	17.4
Male (161)	62.9	15.8	69.1	14.2
Total (189)	63.6	16.4	69.2	14.7

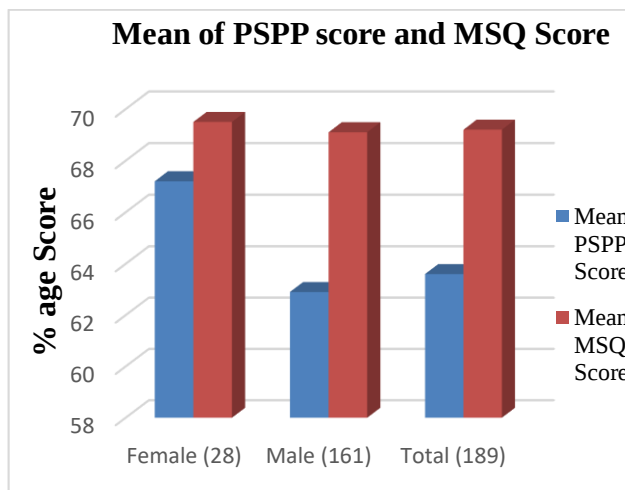


Figure 1.

Correlations for Performance with PSPP score of Physiotherapists

189 physiotherapists were surveyed about their Level of PSPP score ($M= 63.6$, $SD= 16.4$) and their MSQ score ($M= 69.2$, $SD= 14.7$). The relationship was positive, weak in strength and statistically significant ($r(189) = .34$, $p < 0.05$). A complete list of correlations is presented in Table 2 and a scatter plot of PSPP score and performance is presented in Figure 2.

Table 2. Correlation between PSPP Score and MSQ Score		
		MSQ Score in %
PSPP Score in %	Pearson Correlation	0.34
	Sig. (2-tailed)	0.000
	N	189

Correlation is significant at the 0.05 level (2-tailed).

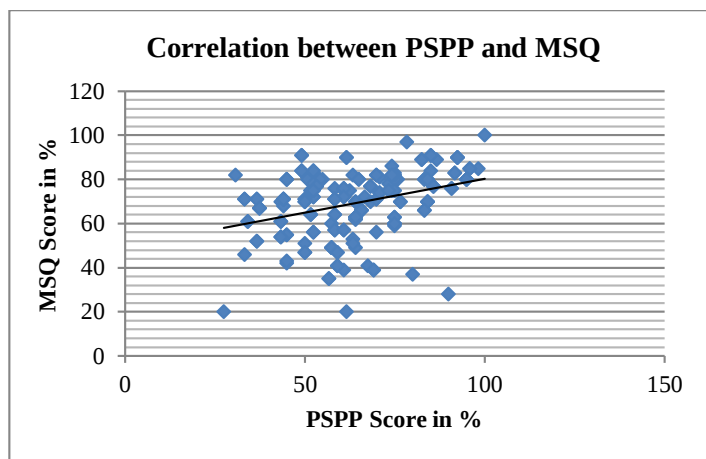


Figure 2.

Discussion

The motive of this study was to find the relationship between Physical Self-Concept and the job satisfaction among the Physiotherapists working in Saudi Arabia. This study proposed that there is an association between Physical Self-Concept and the job satisfaction among the Physiotherapists working in Saudi Arabia. Results showed significant positive correlation between Physical Self-Concept and the job satisfaction among the Physiotherapists working in Saudi Arabia. Positive levels of prior self-concept led to higher subsequent levels of physiotherapist's performance. In other words, because physiotherapists understand their body, psychological factors such as self-esteem and sense of achievement are high. It is similar to the study of Chomitz, V.R et.al. (2009).

Physical self-concept includes the persons' attitude toward their body dimensions. Lack of proper perception of the physical self-concept has been linked to physical, mental, and social disorders. According to the Tabiee, S. et.al,2018, it was found that athletic performance improves physical self-esteem and self-esteem of students. Therefore, health system policy makers can promote the necessary facilities for expanding the culture of physiotherapy activities and also create an environment with sufficient facilities in the different physiotherapy departments. In a study conducted by Van, M.D and Van, H.M, (2010) demonstrated that students perform better when they communicate constantly with and seek direction from their managers. Thus, we can conclude that a good relationship of

physiotherapists with seniors or managers could allow physiotherapists, benefiting work life adjustment. Therefore, we recommend encouraging appreciation of physical activity rather than competence among physiotherapists without award-winning experience. These results support the claims by self-concept researchers that a positive self-concept is an important goal in its own right as well as being important in facilitating other desirable outcomes – Physiotherapist's performance skills and job satisfaction. Physical self-concept is generally regarded as a feminine feature. The relationship between physical appearance and self-esteem has been shown to be extremely robust across both gender and age (Hart et.al. 1989). The current study showed that female physiotherapists have high PSPP score than that of male physiotherapists. T. Fahim et.al. (2020), found that both male and female have almost same score in self concept.

Physiotherapists are exposed to physical strains in their profession. Working in a forward-bending posture and repetitive hand movements involving physical effort represent typical strains on physiotherapists. Back problems and hand and finger problems are correspondingly frequent. As confirmed by Grooten WJA et.al. (2011), these appear to have been provoked by awkward body postures: 55% of the physiotherapists surveyed stated that they often had to work in a forward-bending position with their torso at an angle of 45° to 90°, which can lead to musculoskeletal problems in the spinal column area. Cromie et.al. (2000), found that 17% of physiotherapists changed their specialism or even their profession on account of musculoskeletal diseases. Stress at the workplace can impact heavily on working people's psyches and satisfaction with life (Harris LM, et.al, 2006), and can lead to work-related musculoskeletal diseases or to a change of workplace (Campo M, et.al, 2008). Stressors include insufficient independence and a lack of recognition by society in general and in the healthcare sector in particular. Stress can also impact on the psyche. The majority of physiotherapists assessed their current fitness for work as regards mental demands as good, one quarter as mediocre and only two subjects as poor.

The results of this study show that nearly 70% of the physiotherapists surveyed were satisfied with their jobs on the whole. This is a good percentage, and tallies with the findings of other studies that also found a high level of job satisfaction among physiotherapists (Speakman HG, et.al, 1996). Karasek et.al. (1979) job-demand control model says that high demands with low control may lead to health and mental deficits. At the same time, high demands accompanied by high influencing possibilities and control over the work performed minimise health stress and can improve regenerative capacities (active workers). Campo MA, et.al (2009) had already shown that physiotherapists tend to belong to the group of active workers. This is an important factor for a high level of job satisfaction. The demands on physiotherapists have to work quickly, unevenly distributed work that mounts up because they sometimes have less than 15 minutes per patient and too little time to complete all their tasks, which include documentation. This can also be a reason for less job satisfaction. Success is another important factor in physiotherapists' job satisfaction. According to Takeuchi, et.al. (2008), the success of physiotherapists is described primarily as a circular process that emerges during the course of their career and is developed on the basis of positive results in terms of patients, their career and reputation. An employee's salary can

also be seen as success at work: roughly one third of those surveyed for this study were dissatisfied with their salary and wanted better pay. In order to deal with and compensate for the physical and psychosocial demands and strains, resources are needed to prevent mental stress reactions. Physiotherapists employed in larger rehabilitation centers or hospitals often complain that they have too little scope and work under too much time pressure. Varied work with different patients, the application of learned skills and expert knowledge and the feeling that the work being done is important and meaningful reinforce job satisfaction. Thus, nearly all of those questioned felt motivated and engaged a feeling that was reinforced by good social relationships. A relaxed and collegial work climate makes a substantial contribution toward employees' health. Professional interchange with colleagues about difficult cases or new techniques also helps in solving stressful problems and enhances one's self-esteem in respect of one's own professional competence.

Setbacks can also affect the self-esteem and self-belief of Physiotherapists. In some, it can be a catalyst encouraging them to do better and better. While in others, it can start to affect their performance. Psychological strength is an important factor for physiotherapists, but psychological weakness can also determine how a physiotherapist performs on the day. Being under-prepared can affect their ability and cause stress or anxiety, and further it can lead to poor job satisfaction. Mental strength is not enough to compensate for lack of skill, but if physical skills are matched, the physiotherapists with the strongest control over their own mind will usually be the winner. Some people are more naturally strong minded than others, and they can easily cope in tough situations of jobs. But in some cases mental toughness can be given with training. Previous researchers in self-concept theory suggest that a positive self-concept has self-enhancing effects including increases in future motivation (Ferla et al., 2009).

Limitations and future research recommendations

Although this study found some evidence in support of a predictive relationship among physical self-concept, and Job satisfaction in physiotherapists, there are limitations that need to be addressed. An important concern relates to the participants' honesty. Many physiotherapists desire to have an ideal body, but most refrain from admitting that they lack that ideal body. The same concept applies to physiotherapists' job satisfaction levels. Although complete anonymity was assured to the subjects, one should question the response reliability. Also, all the physiotherapists were surveyed either independently through mail, therefore the environment, or presence of colleagues or Heads might influence their responses in a socially desirable manor. For future research, different instrumentation may be necessary. There are several alternative methods of measuring the current study's variables. The Physical Self-Perception Profile is one way of many ways that physical self-concept can be measured. Although the scale's reliability and validity are well established, there was one issue of concern throughout the study. The questionnaire is a four-choice structured alternative item format. This was a cause of confusion to a majority of the subjects and required the researcher to administer additional verbal instruction. While this scale was chosen for its length (only 30 items), a questionnaire with a Likert-scale response format might produce less confusion for the participants. We have a

very a smaller number of female physiotherapists in our study. In future we can increase the sample size of females to generalize the results.

Conclusion

The relationship between the Physical Self-Concept and Job satisfaction among Physiotherapists has had limited contents in the literature. The present study provided the description of relationship between the Physical Self-Concept and Job satisfaction of Physiotherapists. Job satisfaction of Physiotherapists increases with the increase of PSC. This study suggested that both male and female Job satisfaction of Physiotherapists is affected by their Physical Self-Concept. This study provided a foundation from which to gain an improved understanding of the relationship of Physical Self-Concept and job satisfaction among physiotherapists. Such information will assist physiotherapists themselves, as well as managers of hospitals, and heads of the department. In conclusion, it will be important for physiotherapists, hospital staffs, managers, and heads of the department to know and apply the methods directed to increasing the self-concept levels considering the effect of self-concept not only on motivation and success perception of physiotherapists, but also on personality development and performance. Moreover, hospital management can ensure an increase in self-concept levels of physiotherapists by providing a good environment that will lead them to high job satisfaction. Therefore providing psychological support especially to physiotherapists will contribute to the improvement of their psychological skills and performance, and ultimately to their job satisfaction.

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