Working Hours And Satisfaction Among Health Medical Staff In All Specialties In KSA

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ABSTRACT

Objective: Assessing the effect of working hours on job satisfaction among healthcare professionals in different specialties throughout Saudi Arabia and determining satisfaction levels among several job categories (physicians, nurses, and allied health personnel) are the goals of the study. Additionally, the study will attempt to evaluate job satisfaction in tertiary hospitals, private healthcare facilities, and government healthcare facilities.

Methods: The study will use a descriptive cross-sectional design with the goal of collecting data from a large number of healthcare professionals who work in Saudi Arabia's public and private healthcare systems at one particular period. In order to find patterns, correlations, and the frequency of satisfaction levels related to working hours across different medical specialties, the design was selected.

Results: The study included 360 participants. The study included 360 participants. The most frequent age among them was 18-28 years old (n=193, 53.6%), followed by 30-39 years old (n=98, 27.2%), then 50-59 years old (n=27, 7.5%). The most frequent gender among study participants was male (n=189, 52.5%) and female (n=171, 47.5%). The most frequent marital status among study participants was Single (n=197, 54.7%), followed by married (n=163, 45.3%). Profession among study participants, with most of them were doctors (n=270, 75%), followed by Nurses (n=43, 11.9%), then lab technicians (n=18, 5%), and Admin/Clerical

(n=14, 3.9%), at least pharmacists (n=9, 2.5%). Current workplaces where most of them Government hospitals (n=313, 86.9%), followed by private hospitals (n=28, 7.85), then Health centers (n=10, 2.8%), and at least a clinic (n=28, 7.8%). The participants' Work experience is most of them 1-5 years (n=187, 51.9%), followed by more than 10 years (n=83, 23.1%), then less than a year (n=74, 20.6%), and at least 6-10 years (n=16, 4.4%). The participants' Working hours per week are most of them 41-48 hours (n=213, 59.2%), followed by 49-60 hours (n=57, 15.8%), then less than 40 (n=53, 14.7%), and more than 60 (n=37, 10.3%). Participants were asked Do you suffer from sleep disturbances due to long shifts; Most of them said yes (n=199, 55.3%), followed by sometimes (n=131, 36.4%), then no (n=30, 158.3%). Participants were asked Have you experienced burnout or emotional fatigue in the past 6 months; Most of them said yes (n=223, 61.9%), followed by sometimes (n=106, 29.4%), then no (n=31, 8.6%). Participants were asked Have long working hours led you to consider changing your profession or workplace; Most of them said yes (n=219, 60.8%), followed by no (n=86, 23.9%), then not sure (n=55, 15.3%).

Conclusion: The study showed that age, profession, workplace, years of experience, and working hours are clearly associated with sleep disturbances among healthcare workers, while gender and marital status show no such association.

INTRODUCTION

One of the primary things people strive for throughout their lives is to raise and maintain a high quality of living. It is "an individual's perception of their position in life in the context of the culture and value systems in which they live and about their goals, expectations, standards, and concerns," **Binkanan (2024)** according to the World Health Organization. A person's productivity, or career, is a major factor that significantly affects their quality of life. A person's work or career not only takes up a significant amount of his time, but it also influences the quality of his life. Conversely, it has been demonstrated that having a strong career quality increases productivity in addition to its beneficial effects on a person's dedication, health, and life expectancy. **Al-Dossary (2022)**

As was already discussed, motivation levels and productivity are directly impacted by job satisfaction. **Al-Surimi et al (2022)** As a result, people who are happy in their jobs do better overall in all facets of their careers and in organizations. "Job satisfaction measures how happy employees are with their jobs, including whether they are happy with specific aspects of their jobs, like the nature of their work or supervision."Tools for measuring job satisfaction include behavioral, emotive, and cognitive (evaluative) components. Validated surveys are frequently used to measure work satisfaction objectively. **Wali et al (2023)**

In any nation, the healthcare industry is one of the most crucial industries, and it directly affects the degree of economic development, progress, and civilization. Worker productivity and efficacy disruption is a significant element that impedes healthcare organizations. **Alotaibi AHMM et al (2022)** Job satisfaction, as previously stated, has a direct impact on an individual's productivity. Therefore, it is imperative to debate, look into, and evaluate healthcare professionals' job satisfaction in order to eventually increase outputs to their highest levels. The validity and reliability of the "Satisfaction of Employees in Health Care" (SEHC) questionnaire, a validated data collection tool, have been demonstrated in numerous prior research. **Aljohani et al (2023)**

When comparing job happiness across several industries, a 2020 survey found that workers in the healthcare sector were the most satisfied, followed by those in education and tourism. **Elsayed et al (2025), GAS (2023)** According to a different survey that evaluated job satisfaction among healthcare professionals with a sizable sample, roughly 77% of employees were content with their positions. A sizable survey carried out in Saudi Arabia in 2019 revealed, however, that 67.1% of nursing personnel and 52.4% of doctors were not satisfied. Another recent survey conducted in 2021 throughout several Saudi locations confirmed the same findings, indicating that public sector healthcare professionals in Saudi Arabia were typically unsatisfied.

METHODS

Study design

The study will use a descriptive cross-sectional design with the goal of collecting data from a large number of healthcare professionals who work in Saudi Arabia's public and private healthcare systems at one particular period. In order to find patterns, correlations, and the frequency of satisfaction levels related to working hours across different medical specialties, the design was selected.

Study approach

The study will involve medical professionals from a variety of specialties, including emergency care, laboratory medicine, radiology, pediatrics, general medicine, surgery, anesthesia, and nursing. Participants will be chosen from a number of medical facilities in key cities, such as Medina, Jeddah, Riyadh, and Dammam.

Study population

Licensed healthcare professionals who are currently working in Saudi Arabia will be among the target population, i.e., doctors, nurses, and other acquitted healthcare workers. a condition that they should be working in Saudi Arabia for about 6 months to 1 year, and be willing to participate in the study. Other non-medical staff, interns, trainees, etc. Will not be included in the study.

Study sample

This study will rely on a stratified random sampling technique. This will be used to ensure the justify the fair presentation of all the elements of population, from most of the specialties and regions. For each of the strata, simple random sampling will be used.

A minimum of 360 participants will be the target of the projected sample size, which will be calculated using standard prevalence-based formulae. A buffer of 10–15% will be added to accommodate for incomplete or non-response inquiries.

Study tool

For the current study, a questionnaire was used for data collection and was also considered a study tool.

Data collection

Three sections of a standardized self-administered questionnaire will be used:

- Data pertaining to age, gender, employment role, years of service, work hours, and other demographics
- Information regarding working hours and the pattern of shifts.
- Some open-ended feedback will also be gathered.

Data analysis

SPSS software (version 25 or higher) will be used to analyze the collected data. Working hours and levels of satisfaction will be summed up using descriptive statistics (means, frequencies, and standard deviations). To investigate correlations between variables like specialization, hours worked, and satisfaction levels, inferential techniques like logistic regression, ANOVA, and chi-square tests will be used. The threshold for significance will be set at $p < 0.05$.

Ethical considerations

It will be carried out on 10% of the total respondents (may be 30-40), and the results will be checked thereof. Further, any type of discrepancy will be removed, and the questionnaire or data sheet will be revised. A pilot study may also be conducted to state the precision level of the statistical tools and even the selection criteria of the respondents. The above-stated process will be followed throughout the pilot study, and the outcomes will be analyzed. The duration, manner, and viability will also be evaluated.

RESULTS

The study included 360 participants. The most frequent age among them was 18-28 years old (n=193, 53.6%), followed by 30-39 years old (n=98, 27.2%), then 50-59 years old (n=27, 7.5%). Figure 1 shows the age distribution among study participants. The most frequent gender among study participants was male (n=189, 52.5%) and female (n=171, 47.5%). Figure 2 shows the gender distribution among study participants. The most frequent marital status among study participants was Single (n=197, 54.7%), followed by married (n=163, 45.3%). Figure 3 shows the distribution of marital status among study participants.

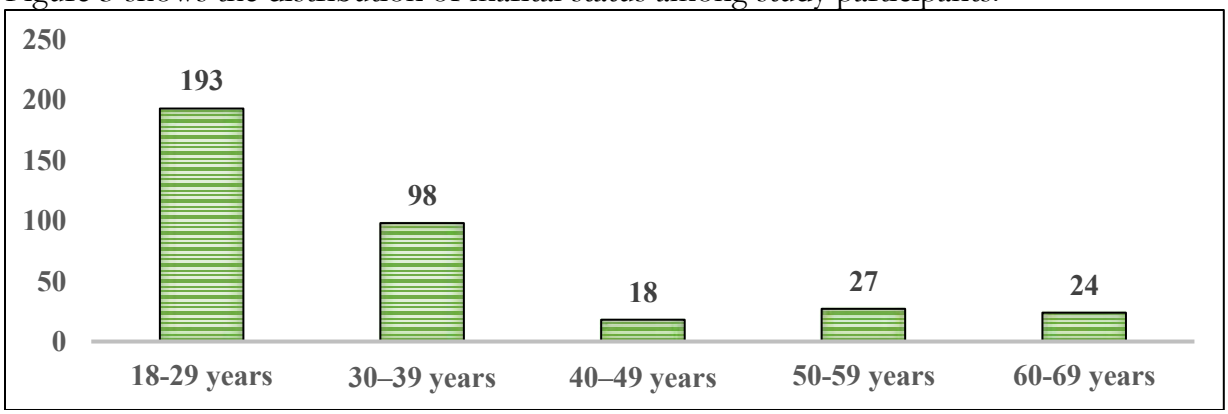

Figure 1: Age distribution among study participants

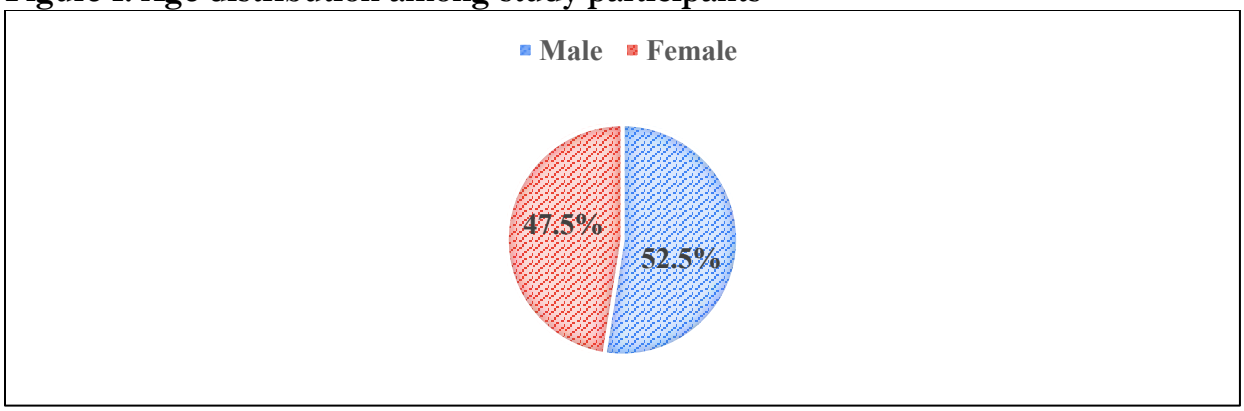

Figure 2: Gender distribution among study participants

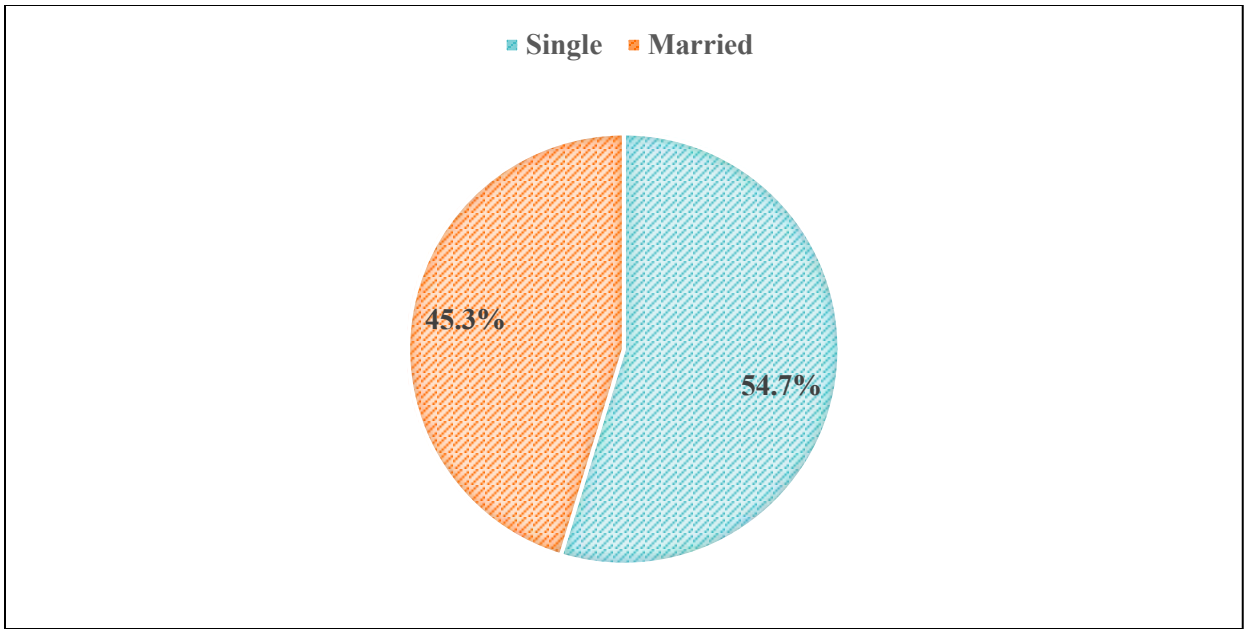

Figure 3: Marital Status distribution among study participants

Profession among study participants, with most of them were doctors (n=270, 75%), followed by Nurses (n=43, 11.9%), then lab technicians (n=18, 5%), and Admin/Clerical (n=14, 3.9%), at least pharmacists (n=9, 2.5%). Figure 4 shows the distribution of Profession among study participants. Current workplaces where most of them Government hospitals (n=313, 86.9%), followed by private hospitals (n=28, 7.85), then Health centers (n=10, 2.8%), and at least a clinic (n=28, 7.8%).

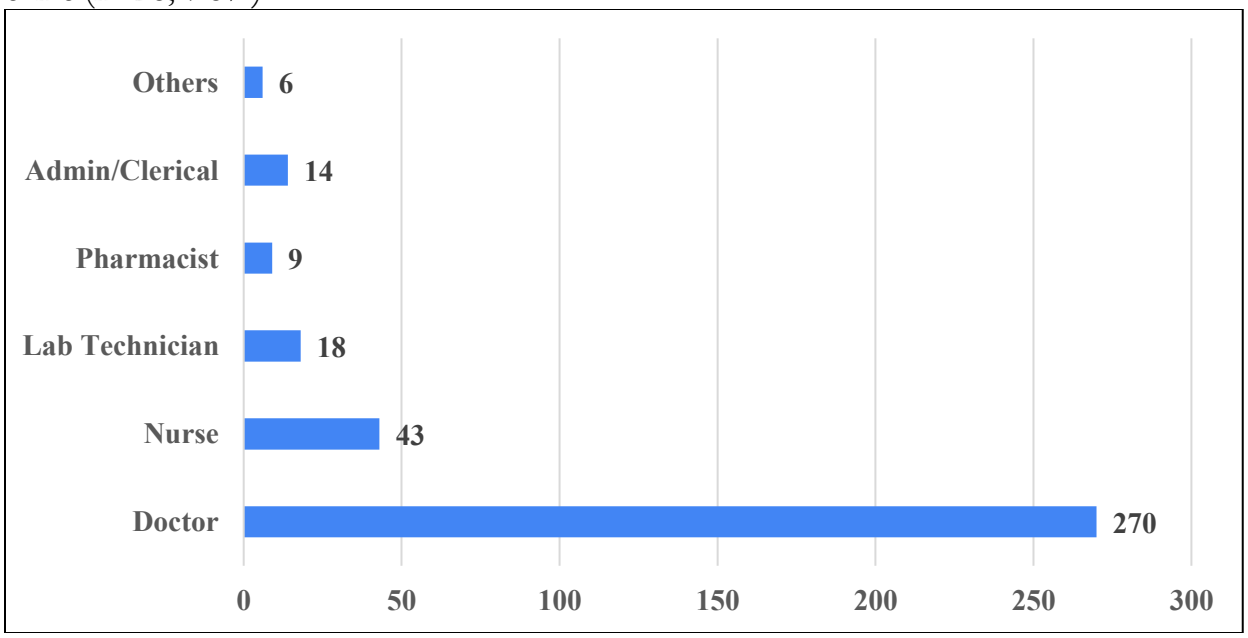

Figure 4: Current Workplace distribution among study participants

The participants' Work experience is most of them 1-5 years (n=187, 51.9%), followed by more than 10 years (n=83, 23.1%), then less than a year (n=74, 20.6%), and at least 6-10 years (n=16, 4.4%). The work experience is presented in Figure 5.

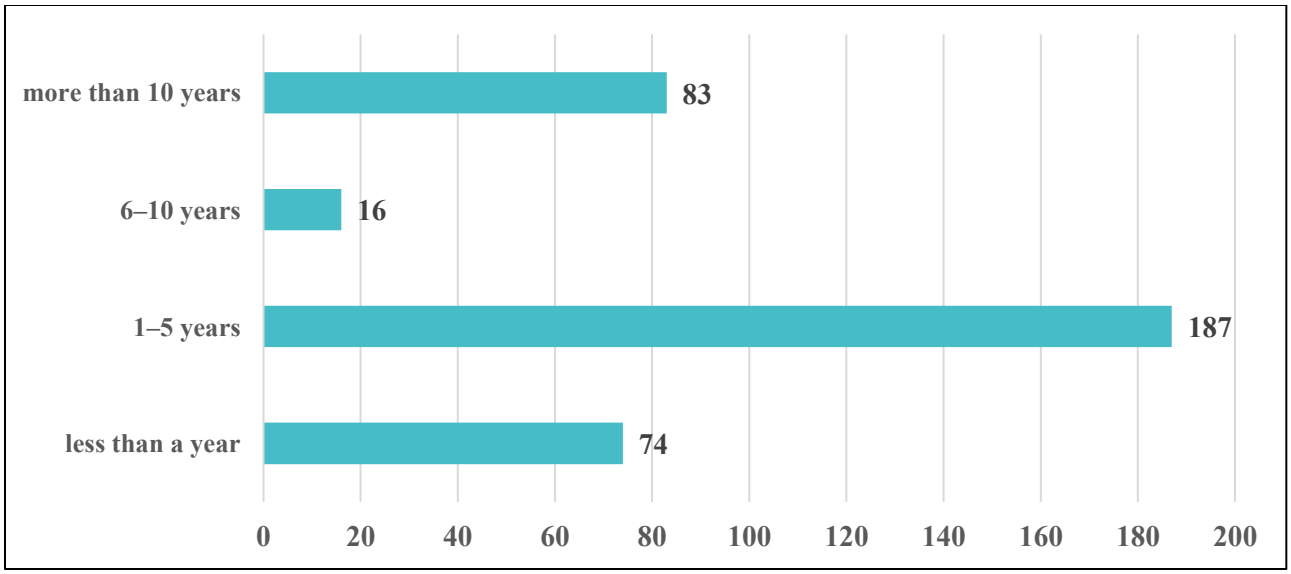

Figure 5: Work Experience distribution among study participants

Participants were asked about the working hours statement. Their responses and results are presented in Table 1.

Table 1: Agreement Levels on Statements About Working Hours

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My current working hours are excessive.	18 (5.0%)	40 (11.1%)	125 (34.7%)	94 (26.1%)	83 (23.1%)
I frequently work overtime without additional compensation.	39 (10.8%)	42 (11.7%)	75 (20.8%)	91 (25.3%)	113 (31.4%)
I feel physically and mentally exhausted after my shifts.	10 (2.8%)	29 (8.1%)	72 (20.0%)	122 (33.9%)	127 (35.3%)
My work schedule allows me enough rest and recovery time.	67 (18.6%)	94 (26.1%)	127 (35.3%)	59 (16.4%)	13 (3.6%)
Long working hours affect my ability to provide quality care.	17 (4.7%)	64 (17.8%)	87 (24.2%)	79 (21.9%)	113 (31.4%)
I have control over my shift timings and scheduling.	59 (16.4%)	90 (25.0%)	127 (35.3%)	64 (17.8%)	20 (5.6%)
I often skip meals or breaks due to workload.	18 (5.0%)	44 (12.2%)	58 (16.1%)	93 (25.8%)	147 (40.8%)
I experience difficulty balancing work and personal life.	18 (5.0%)	54 (15.0%)	82 (22.8%)	114 (31.7%)	92 (25.6%)

The participants' Working hours per week are most of them 41-48 hours (n=213, 59.2%), followed by 49-60 hours (n=57, 15.8%), then less than 40 (n=53, 14.7%), and more than 60 (n=37, 10.3%).

Participants were asked about Job Satisfaction Across Different Workplace Aspects. Their responses and results are presented in Table 2.

Table 2: Job Satisfaction Across Different Workplace Aspects

Aspect	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Salary and financial benefits	53 (14.7%)	53 (14.7%)	121 (33.6%)	100 (27.8%)	33 (9.2%)
Work-life balance	50 (13.9%)	111 (30.8%)	152 (42.2%)	37 (10.3%)	10 (2.8%)
Respect and recognition from supervisors	48 (13.3%)	60 (16.7%)	96 (26.7%)	105 (29.2%)	51 (14.2%)
Opportunities for career advancement	78 (21.7%)	65 (18.1%)	92 (25.6%)	101 (28.1%)	24 (6.7%)
Relationship with colleagues and team support	29 (8.1%)	38 (10.6%)	85 (23.6%)	115 (31.95)	93 (25.8%)
Access to training and development	43 (11.9%)	70 (19.4%)	106 (29.4%)	99 (27.5%)	42 (11.7%)
Mental health support available at work	113 (31.4%)	69 (19.2%)	102 (28.3%)	56 (15.6%)	20 (5.6%)
Overall job satisfaction	31 (8.6%)	55 (15.3%)	150 (41.7%)	99 (27.5%)	25 (6.9%)

Participants were asked Do you suffer from sleep disturbances due to long shifts; Most of them said yes (n=199, 55.3%), followed by sometimes (n=131, 36.4%), then no (n=30, 158.3%).

Participants were asked Have you experienced burnout or emotional fatigue in the past 6 months; Most of them said yes (n=223, 61.9%), followed by sometimes (n=106, 29.4%), then no (n=31, 8.6%).

Participants were asked Have long working hours led you to consider changing your profession or workplace; Most of them said yes (n=219, 60.8%), followed by no (n=86, 23.9%), then not sure (n=55, 15.3%). Figure 6 shows participants' long working hours.

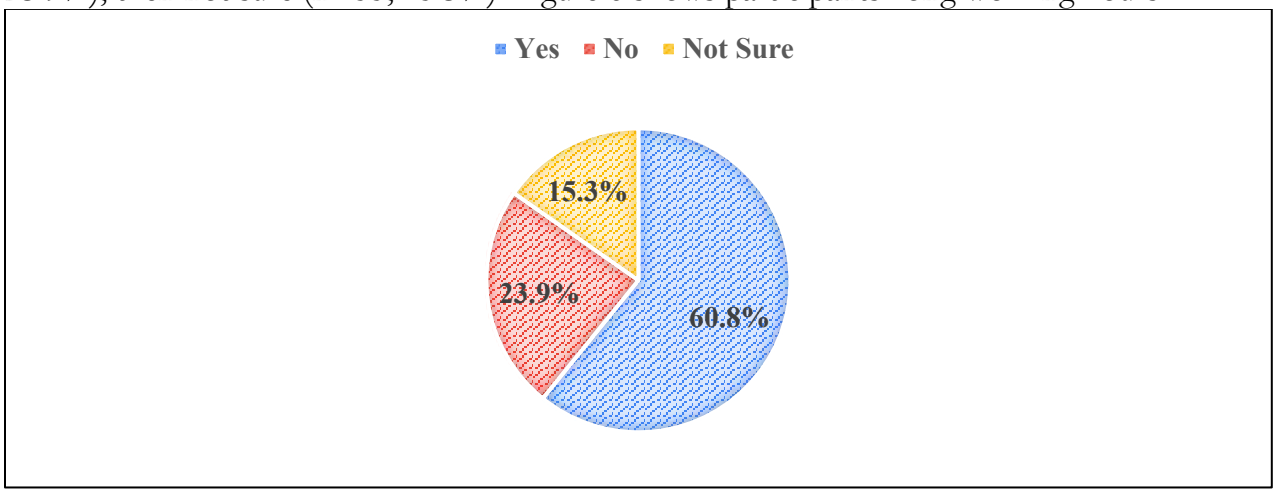

Figure 6: Long Working Hours distribution among study participants

CONCLUSION

The study showed that age, profession, workplace, years of experience, and working hours are clearly associated with sleep disturbances among healthcare workers, while gender and marital status show no such association.

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ANNEX 1: DATA COLLECTION TOOL

Q1. Age:

a. 18-29 years
b. 30–39 years
c. 40–49 years
d. 50-59 years
e. 60-69 years
f. 70 years and more

Q2. Gender:

a. Male b. Female

Q3. Marital Status:

a. Single b. Married

Q4. Profession:

a. Doctor
b. Nurse
c. Lab Technician
d. Pharmacist
e. Admin/Clerical
f. Others: _____

Q5. Current Workplace:

a. Government hospital
b. Private hospital
c. Clinic
d. Health center

Q6. Work Experience:

a. less than a year
b. 1–5 years
c. 6–10 years
d. more than 10 years

Q7. Working Hours per Week:

a. Less than 40
b. 41–48
c. 49–60
d. More than 60

Section B: Workload and Working Hours Perception

(Please rate each statement on a 5-point Likert scale) ***(1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree)***

No.	Statement	1	2	3	4	5
Q8.	My current working hours are excessive.	☐	☐	☐	☐	☐
Q9.	I frequently work overtime without additional compensation.	☐	☐	☐	☐	☐
Q10.	I feel physically and mentally exhausted after my shifts.	☐	☐	☐	☐	☐

Q11.	My work schedule allows me enough rest and recovery time.	☐	☐	☐	☐	☐
Q12.	Long working hours affect my ability to provide quality care.	☐	☐	☐	☐	☐
Q13.	I have control over my shift timings and scheduling.	☐	☐	☐	☐	☐
Q14.	I often skip meals or breaks due to workload.	☐	☐	☐	☐	☐
Q15.	I experience difficulty balancing work and personal life.	☐	☐	☐	☐	☐

Section C: Job Satisfaction Dimensions

(1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied)

No.	**Aspect**	**1**	**2**	**3**	**4**	**5**
Q16.	Salary and financial benefits	☐	☐	☐	☐	☐
Q17.	Work-life balance	☐	☐	☐	☐	☐
Q18.	Respect and recognition from supervisors	☐	☐	☐	☐	☐
Q19.	Opportunities for career advancement	☐	☐	☐	☐	☐
Q20.	Relationship with colleagues and team support	☐	☐	☐	☐	☐
Q21.	Access to training and development	☐	☐	☐	☐	☐
Q22.	Mental health support available at work	☐	☐	☐	☐	☐
Q23.	Overall job satisfaction	☐	☐	☐	☐	☐

Q24. Do you suffer from sleep disturbances due to long shifts?
a. Yes
b. No
c. Sometimes
Q25. Have you experienced burnout or emotional fatigue in the past 6 months?
a. Yes
b. No
c. Sometimes

Q26. Do you find it hard to maintain a healthy lifestyle (exercise, meals, rest) due to work demands?
a. Yes
b. No
c. Sometimes
Q27. Have long working hours led you to consider changing your profession or workplace?
a. Yes
b. No
c. Not Sure

APPENDIX 2: Participants' responses to scale items

age	Frequency	Percent
18-29 years	193	53.6
30–39 years	98	27.2

40–49 years	18	5.0
50-59 years	27	7.5
60-69 years	24	6.7
Total	360	100.0

gender	Frequency	Percent
Male	189	52.5%
Female	171	47.5%
Total	360	100.0

Marital Status	Frequency	Percent
Single	197	54.7%
Married	163	45.3%
Total	360	100.0

Profession	Frequency	Percent
Doctor	270	75.0
Nurse	43	11.9
Lab Technician	18	5.0
Pharmacist	9	2.5
Admin/Clerical	14	3.9
Others	6	1.7
Total	360	100.0

Current Workplace	Frequency	Percent
Government hospital	313	86.9
Private hospital	28	7.8
Clinic	9	2.5
Health center	10	2.8
Total	360	100.0

Work Experience	Frequency	Percent
less than a year	74	20.6
1–5 years	187	51.9
6–10 years	16	4.4
more than 10 years	83	23.1
Total	360	100.0

Working Hours	Frequency	Percent
Less than 40	53	14.7
41–48	213	59.2
49–60	57	15.8
More than 60	37	10.3
Total	360	100.0

Table 1:

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My current working hours are excessive.	18 (5.0%)	40 (11.1%)	125 (34.7%)	94 (26.1%)	83 (23.1%)
I frequently work overtime without additional compensation.	39 (10.8%)	42 (11.7%)	75 (20.8%)	91 (25.3%)	113 (31.4%)
I feel physically and mentally exhausted after my shifts.	10 (2.8%)	29 (8.1%)	72 (20.0%)	122 (33.9%)	127 (35.3%)
My work schedule allows me enough rest and recovery time.	67 (18.6%)	94 (26.1%)	127 (35.3%)	59 (16.4%)	13 (3.6%)
Long working hours affect my ability to provide quality care.	17 (4.7%)	64 (17.8%)	87 (24.2%)	79 (21.9%)	113 (31.4%)
I have control over my shift timings and scheduling.	59 (16.4%)	90 (25.0%)	127 (35.3%)	64 (17.8%)	20 (5.6%)

I often skip meals or breaks due to workload.	18 (5.0%)	44 (12.2%)	58 (16.1%)	93 (25.8%)	147 (40.8%)
I experience difficulty balancing work and personal life.	18 (5.0%)	54 (15.0%)	82 (22.8%)	114 (31.7%)	92 (25.6%)

Table 2:

Aspect	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Salary and financial benefits	53 (14.7%)	53 (14.7%)	121 (33.6%)	100 (27.8%)	33 (9.2%)
Work-life balance	50 (13.9%)	111 (30.8%)	152 (42.2%)	37 (10.3%)	10 (2.8%)
Respect and recognition from supervisors	48 (13.3%)	60 (16.7%)	96 (26.7%)	105 (29.2%)	51 (14.2%)
Opportunities for career advancement	78 (21.7%)	65 (18.1%)	92 (25.6%)	101 (28.1%)	24 (6.7%)
Relationship with colleagues and team support	29 (8.1%)	38 (10.6%)	85 (23.6%)	115 (31.95)	93 (25.8%)
Access to training and development	43 (11.9%)	70 (19.4%)	106 (29.4%)	99 (27.5%)	42 (11.7%)
Mental health support available at work	113 (31.4%)	69 (19.2%)	102 (28.3%)	56 (15.6%)	20 (5.6%)
Overall job satisfaction	31 (8.6%)	55 (15.3%)	150 (41.7%)	99 (27.5%)	25 (6.9%)

sleep disturbances	Frequency	Percent
Yes	199	55.3
No	30	8.3
Sometimes	131	36.4
Total	360	100.0

emotional fatigue	Frequency	Percent
Yes	223	61.9
No	31	8.6
Sometimes	106	29.4
Total	360	100.0

healthy lifestyle	Frequency	Percent
Yes	263	73.1
No	34	9.4
Sometimes	63	17.5
Total	360	100.0

long working hours	Frequency	Percent
Yes	219	60.8%
No	86	23.9%
Not Sure	55	15.3%
Total	360	100.0

Chi-square:

Test Statistics								
	age	gender	Marital Status	Profession	Current Workplace	Work Experience	Working Hours	Sleep disturbances
Chi-Square	313.361[a]	.900[b]	3.211[b]	896.433[c]	739.267[d]	168.778[d]	226.622[d]	120.517[e]
df	4	1	1	5	3	3	3	2
Asymp. Sig.	.000	.343	.073	.000	.000	.000	.000	.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 72.0.								
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 180.0.								
c. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 60.0.								
d. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 90.0.								
e. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 120.0.								

The results indicate that work-related factors—such as profession, workplace setting, years of experience, and weekly working hours—as well as age, are significantly associated with sleep disturbances. However, gender and marital status show no statistically significant relationship with sleep disturbances.