

Job Dissatisfaction in Colombian Postmenopausal Women: Evaluation with the Overall Job Satisfaction Scale

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Identifying job dissatisfaction among postmenopausal women in the productive sector allows for the optimization of their performance and the promotion of more equitable, less discriminatory, and healthier work environments. However, such studies remain insufficient in Latin American populations..

Objective

To determine the proportion of job dissatisfaction among Colombian postmenopausal women and to compare it according to the occupation performed

Methodology

Cross-sectional study of the project "Work and Menopause", approved by the University of Cartagena, Colombia.

Postmenopausal Colombian women with an eight-hour daily work contract participated voluntarily and anonymously after providing informed consent. A survey was administered to collect sociodemographic data, including occupational information. Additionally, the 15-item Overall Job Satisfaction Scale was applied to identify global job dissatisfaction (GJD), intrinsic job dissatisfaction (IJD), and extrinsic job dissatisfaction (EJD). Three logistic regression models adjusted for age and nutritional status were performed. Occupation was the independent variable in all analyses. The dependent variable was global job dissatisfaction (GJD), intrinsic job dissatisfaction (IJD), or extrinsic job dissatisfaction (EJD).

Job Dissatisfaction	%
Global Job Dissatisfaction (GJD)	39.0
Intrinsic Job Dissatisfaction (IJD)	37.5
Extrinsic Job Dissatisfaction (EJD)	37.8

Job dissatisfaction according to where you do the work			
	GJD	IJD	EJD
Hospital	60.0	64.0	64.0
Teaching	43.8	43.8	41.7
Production plant	28.6	38.1	28.6
Receiving area	59.3	51.9	59.3
Office	36.5	33.6	34.9
Sales floor	14.3	14.3	28.6
Visiting clients	35.3	35.3	26.5

The data is presented in percentages.
 GJD: Global job dissatisfaction.
 IJD: Intrinsic job dissatisfaction.
 EJD: Extrinsic job dissatisfaction (EJD).
 The difference in the frequency of job dissatisfaction of women who perform activities in hospitals or in receiving area with each of the other activities was significant ($p < 0.05$).

410 postmenopausal women were included in the study

Age, years	53.5 ± 4.4
Overweight, IMC 25.0 - 29.9	152 (37.0) [32.5 – 41.8]
Obesity, IMC ≥ 30.0	57 (13.9) [10.8 – 17.5]
Hospital*	25 (6.1) [4.1 – 8.8]
Teaching*	48 (11.7) [8.9 – 15.1]
Production plant*	21 (5.1) [3.3 – 7.7]
Receiving area*	27 (6.5) [4.5 – 9.4]
Office*	241 (58.7) [53.9 – 63.4]
Sales floor*	14 (3.4) [2.0 – 5.6]
Visiting clients*	34 (8.2) [5.9 – 11.3]

Data are presented in mean and standard deviation. Absolute values, (%) and [95%CI]. *Work place.

Association with job dissatisfaction Adjusted logistic regression¹

	GJD	IJD	EJD
Hospital vs. Office	3.02 [1,27-7.17]*	3,97 [1.65-9.55]*	3.91 [1.61-9.45]*

¹The adjusted logistic regression model included age and nutritional status as covariates.
 *Work in the hospital with respect to working in an office outside of hospitals, $p < 0.001$.
 Other work activities were not associated with performing work in offices located outside hospitals ($p > 0.05$)

Conclusion

In a group of postmenopausal Colombian women employed in public or private companies, one third reported job dissatisfaction. The proportion of job dissatisfaction differed according to occupation. Working in hospitals, compared with offices, was associated with a threefold higher likelihood of job dissatisfaction.