

Job Satisfaction and Its Relationship with Demographic Variables Among Physical Therapists

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ABSTRACT

This study explores job satisfaction among physical therapists, emphasizing the pivotal role they play within the healthcare system. Job satisfaction extends beyond mere happiness; it encapsulates the evaluation of working conditions, supervision relationships, and the fulfillment of material and moral needs. A decline in job satisfaction can lead to burnout, diminished patient care quality, and increased absenteeism and turnover.

Given the professional challenges faced by physical therapists, including physical demands, chronic injury management, and time constraints, understanding the impact of demographic variables (such as gender, age, and years of experience) on job satisfaction is crucial. This research aims to investigate the extent to which these demographic factors influence job satisfaction, guided by the question: "Do levels of job satisfaction differ according to the demographic variables of physical therapists?"

Observations in physical therapy centers indicated a notable disparity in job satisfaction among practitioners, prompting this investigation. The study utilizes a descriptive methodology and includes a sample of 41 physiotherapists from various centers in Tripoli. Data was collected through a questionnaire to assess job satisfaction levels and their correlation with demographic characteristics.

Keywords: Job satisfaction, demographic variables, physical therapist

الرضا الوظيفي وعلاقته بالتغيرات الديموغرافية لدى أخصائي العلاج الطبيعي

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المستخلص

تركز هذه الدراسة على استكشاف الرضا الوظيفي لدى أخصائيي العلاج الطبيعي، مع التأكيد على الدور المحوري الذي يؤديه داخل النظام الصحي. فالرضا الوظيفي لا يقتصر على مجرد الشعور بالسعادة، بل يشمل تقييم ظروف العمل، وطبيعة العلاقة مع الإشراف الإداري، ومدى إشباع الاحتياجات المادية والمعنوية. كما أن انخفاض مستوى الرضا الوظيفي قد يؤدي إلى الاحتراق الوظيفي، وتراجع جودة الرعاية المقدمة للمرضى، وزيادة معدلات الغياب ودوران العمل.

ونظراً للتحديات المهنية التي يواجهها أخصائيو العلاج الطبيعي، بما في ذلك المتطلبات البدنية، وإدارة الإصابات المزمنة، وضيق الوقت، فإن فهم أثر المتغيرات الديموغرافية (مثل الجنس، والعمر، وسنوات الخبرة) على الرضا الوظيفي يُعد أمراً بالغ الأهمية. وتهدف هذه الدراسة إلى التعرف على مدى تأثير هذه العوامل الديموغرافية في مستوى الرضا الوظيفي، وذلك انطلاقاً من التساؤل الرئيس: «هل تختلف مستويات الرضا الوظيفي باختلاف المتغيرات الديموغرافية لدى أخصائيي العلاج الطبيعي؟»

وقد أشارت الملاحظات في مراكز العلاج الطبيعي إلى وجود تباين ملحوظ في مستويات الرضا الوظيفي بين الممارسين، مما استدعى إجراء هذه الدراسة. واعتمدت الدراسة على المنهج الوصفي، وشملت عينة مكونة من 41 أخصائي علاج طبيعي من عدة مراكز في مدينة طرابلس. وتم جمع البيانات من خلال استبانة لقياس مستوى الرضا الوظيفي ومدى ارتباطه بالخصائص الديموغرافية.

الكلمات الدالة: الرضا الوظيفي، المتغيرات الديموغرافية، أخصائيو العلاج الطبيعي.

Introduction

The human element is considered the primary driver of any successful healthcare system, and physical therapists represent a vital category within the healthcare and rehabilitation framework. Job satisfaction is not merely a feeling of happiness; it is the result of an employee's evaluation of their working conditions, their relationship with supervisors, and the extent to which their material and immaterial needs are met. A decline in job satisfaction among this group can lead to burnout, reduced quality of patient care, and increased rates of absenteeism and turnover (Al-Anzi, 2020).

Zaher Daa Al-Din (2019) adds that the importance of studying job satisfaction has increased in light of the professional challenges faced by physical therapists, such as the physical demands, direct interaction with chronic injuries, and time pressures. Therefore, exploring how this satisfaction is affected by demographic variables (such as gender, age, and years of experience) contributes to understanding individual differences and guides healthcare management in making scientifically based decisions to improve the work environment (Al-Din, 2019).

Job satisfaction is also crucial for enhancing the quality of healthcare provided, as it directly impacts the overall performance of physical therapists. Therapists who feel satisfied with their work tend to be more committed and effective in treating their patients, which contributes to achieving positive outcomes. Additionally, job satisfaction reduces absenteeism rates and enhances commitment to work. Thus, measuring job satisfaction levels among physical therapists is an urgent necessity to ensure the efficient and effective delivery of healthcare (Smith, 2023).

Demographic variables significantly influence job satisfaction levels among physical therapists. These variables include age, gender, years of experience, and educational level, all of which can lead to variations in how therapists evaluate their working conditions. Studies indicate that physical therapists with more years of experience tend to feel greater job satisfaction compared to beginners, which may be attributed to the level of control and confidence they gain over time. Understanding this relationship can aid in developing support programs tailored to the needs of different categories of therapists (Phelan, 2022).

Problem of the Research

The problem of the research is crystallized in the observation of noticeable disparities in the performance and job stability of physical therapists. Field observations indicate a state of dissatisfaction stemming from work-related stress or misalignment between incentives and the effort exerted. The issue lies in the lack of clarity regarding the influence of demographic personal characteristics on shaping this satisfaction, leading to a central question: "Do levels of job satisfaction differ based on the demographic variables of physical therapists?" (Al-Rashidi, 2018).

Through the researcher's presence in various physical therapy centers and departments while supervising students during their practical training, these observations became more apparent. The researcher noted that physical therapists face challenges affecting their satisfaction, which prompted a strong desire to study this issue and understand the weaknesses in their job satisfaction.

Furthermore, the researcher feels that this problem is not individual but rather a phenomenon affecting a broad spectrum of professionals in the field. Current realities show that many physical therapists experience increasing stress and are subjected to mounting pressures to achieve productivity targets, while the available incentives may not reflect the efforts made. This challenge affects the quality of healthcare delivered and highlights the urgent need to provide strategies aimed at improving the work environment and enhancing job satisfaction. Consequently, this research seeks to shed light on this issue and study ways to improve conditions and ensure the well-being of physical therapists.

Objectives of the Research

This study aims to explore job satisfaction and its relationship with the demographic variables of physical therapists.

Research Questions

1. What is the level of job satisfaction among physical therapists?
2. Is there a relationship between job satisfaction and the demographic variables of the research sample?

Key Terms Used in the Research

1. Job Satisfaction:

It is an emotional or affective response resulting from comparing actual work outcomes with desired or expected outcomes (Al-Anzi, 2020).

2. Physical Therapist:

A healthcare practitioner specialized in diagnosing and treating movement and functional disorders using physical modalities and therapeutic exercises (Al-Mansour, 2021).

3. Demographic Variables:

These are the population and personal characteristics that distinguish individuals in the sample and are used for statistical classification (Jasim, 2022).

Previous Studies

1. First Study: Sara Mohammed Al-Qahtani, 2022

Title of the Research: Work Stress and Its Relationship with Job Satisfaction Among Physical Therapy Practitioners.

Objective of the Study: To investigate the relationship between daily work stress and job satisfaction levels. The correlational method was employed, and the study was conducted on a sample of 200 physical therapists from the private sector. The study found a strong inverse relationship between work stress and job satisfaction, and it also showed that married therapists reported higher satisfaction levels compared to singles (Al-Qahtani, 2022).

2. Second Study: Ahmed Ali Al-Mansour, 2021

Title of the Research: Job Satisfaction Among Medical Rehabilitation Specialists in Government Hospitals.

Objective of the Study: To identify the factors influencing professional satisfaction among rehabilitation staff. The descriptive analytical method was used on a sample of 150 physical and functional therapists. The study found an average level of job satisfaction and statistically significant differences favoring those with longer experience, while no differences were attributed to gender (Al-Mansour, 2021).

Third Study: Tyler Haugen, Savanna Buskness, Jenna Steffen, Stacey Powell, Justin W. Berry (2022)

Title of the Research: Job Satisfaction and Productivity Requirements Among Physical Therapists and Physical Therapist Assistants

Objective of the Study: This study aimed to assess the level of job satisfaction among physical therapists and their assistants and to analyze the relationships between job satisfaction and demographic variables, including productivity. A descriptive analytical method was employed on a sample of 245 physical therapists and assistants. The study found that physical therapists and their assistants have higher levels of job satisfaction compared to established norms in human services. Physical Therapist Assistants (PTAs) reported statistically significant higher levels of job satisfaction regarding working conditions. While there was no significant difference between genders, females expressed greater satisfaction with the nature of work. APTA members recorded statistically significant higher levels of job satisfaction concerning promotion opportunities and benefits. However, participants with productivity requirements exhibited statistically significant lower levels of job satisfaction in all areas except for coworker relationships. The study also found a positive correlation between participants' age and job satisfaction related to coworkers, and a negative correlation between years of work as a therapist and their satisfaction regarding working conditions (Justin W. Berry, 2022).

Contribution of Previous Studies:

The previous studies contributed to the current research by:

1. Establishing the key points defining the research problem and its objectives, as well as identifying the methodology employed in the research.
2. Selecting and designing the study instrument (questionnaire) based on validated and reliable scales.
3. Identifying the most influential demographic variables to focus on, such as years of experience and social status.
4. Supporting scientific hypotheses and interpreting the results.

Research Procedures

Research Method: The researcher employed a descriptive survey method as it aligns with the nature of the study.

Research Population: The research population consisted of physical therapists practicing in various centers and departments of physical therapy in Tripoli, totaling 70 therapists.

Research Sample: The research sample consisted of physical therapists selected randomly, with a total of 41 therapists responding to this research.

Data Collection Methods: The researcher used a specially designed questionnaire to assess job satisfaction. The questionnaire included a set of questions covering various aspects of job satisfaction, facilitating the analysis of therapists' opinions regarding their working conditions and satisfaction indicators.

Main Study: The questionnaire was distributed to the research sample from December 21, 2024, to December 31, 2024.

Statistical Analyses

The statistical software **SPSS** was utilized to meet the requirements of the research.

Presentation and Discussion of Results

First: Presentation of Results

Table 1 presents the mean, median, standard deviation, maximum value, and minimum value for job satisfaction among the research participants.

Phrase	Job satisfaction	How would you rate your level of satisfaction with your current job	Do you feel appreciated and recognized for your efforts at work	Is the work environment suitable and supportive	Do you get the necessary support from colleagues and management	Do you have opportunities for professional growth and development in your	How do you assess the work-life balance	How satisfied are you with the salaries and benefits offered	Do you feel that your job gives you an opportunity for professional and personal development
Valid	41	41	41	41	41	41	41	41	41
Missing	0	0	0	0	0	0	0	0	0
mean	16.9024	1.7805	1.8780	1.0244	2.0976	2.3171	2.0488	3.0244	2.7317
The mediator	17.0000	2.0000	2.0000	1.0000	2.0000	3.0000	2.0000	3.0000	3.0000
Standard deviation	3.43369	.41906	.74817	.15617	.80015	.87861	.58954	.96145	1.09600
Lowest value	8.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
highest value	25.00	2.00	4.00	2.00	4.00	4.00	3.00	5.00	5.00

It is evident from the table that the overall mean score was 16.90, and the median was 17.00, indicating that half of the responses are concentrated around this figure. The standard deviation was 3.43, reflecting a moderate variation in the participants' opinions. The total scores ranged from a minimum value of 8.00 to a maximum value of 25.00.

Table 2 illustrates the relationship between job satisfaction and the age of the research sample.

phrase	the age	Job satisfaction	How would you rate your level of satisfaction with your current job	Do you feel appreciated and recognized for your efforts at	Is the work environment suitable and supportive	Do you get the necessary support from colleagues and management	Do you have opportunities for professional growth and	How do you assess the work-life balance	How satisfied are you with the salaries and benefits offered	Do you feel that your job gives you an opportunity for professionalism	
the age	Pearson Correlation	1	-.412**	-.089-	-.466**	-.192-	-.293-	-.312*	-.361*	-.310*	.020
	Sig. (2-tailed)		.008	.579	.002	.230	.063	.047	.020	.048	.899
	N	41	41	41	41	41	41	41	41	41	41
Job satisfaction	Pearson Correlation	-.412**	1	.541*	.667*	.144	.677*	.698*	.632*	.637*	.498*
	Sig. (2-tailed)	.008		.000	.000	.368	.000	.000	.000	.000	.001
	N	41	41	41	41	41	41	41	41	41	41

How would you rate your level of satisfaction with your ?current job	Pearson Correlation	- .089	.541*	1	.311*	.084	.289	.330*	.449*	.262	.141
	Sig. (2-tailed)	.579	.000		.048	.602	.067	.035	.003	.098	.380
	N	41	41	41	41	41	41	41	41	41	41
Do you feel appreciated and recognized for your efforts at ?work	Pearson Correlation	- .466**	.667*	.311*	1	.240	.480*	.403*	.354*	.352*	.081
	Sig. (2-tailed)	.002	.000	.048		.131	.002	.009	.023	.024	.614
	N	41	41	41	41	41	41	41	41	41	41
Is the work environment suitable and ?supportive	Pearson Correlation	- .192	.144	.084	.240	1	.181	.124	-.013	.162	-.253
	Sig. (2-tailed)	.230	.368	.602	.131		.259	.438	.934	.310	.111
	N	41	41	41	41	41	41	41	41	41	41
Do you get the necessary support from colleagues and ?management	Pearson Correlation	- .293	.677*	.289	.480*	.181	1	.488*	.361*	.322*	.059
	Sig. (2-tailed)	.063	.000	.067	.002	.259		.001	.021	.040	.714
	N	41	41	41	41	41	41	41	41	41	41
Do you have opportunities for professional growth and development in your ?workplace	Pearson Correlation	- .312*	.698*	.330*	.403*	.124	.488*	1	.259	.346*	.168
	Sig. (2-tailed)	.047	.000	.035	.009	.438	.001		.102	.027	.292
	N	41	41	41	41	41	41	41	41	41	41
How do you assess the work-life ?balance	Pearson Correlation	- .361*	.632*	.449*	.354*	-.013	.361*	.259	1	.218	.369*
	Sig. (2-tailed)	.020	.000	.003	.023	.934	.021	.102		.170	.018
	N	41	41	41	41	41	41	41	41	41	41
How satisfied are you with the salaries and benefits ?offered	Pearson Correlation	- .310*	.637*	.262	.352*	.162	.322*	.346*	.218	1	.125
	Sig. (2-tailed)	.048	.000	.098	.024	.310	.040	.027	.170		.436
	N	41	41	41	41	41	41	41	41	41	41
Do you feel that your job gives you an opportunity for professionalis m and personal ?development	Pearson Correlation	.020	.498*	.141	.081	-.253	.059	.168	.369*	.125	1
	Sig. (2-tailed)	.899	.001	.380	.614	.111	.714	.292	.018	.436	
	N	41	41	41	41	41	41	41	41	41	41

Table 3 illustrates the relationship between job satisfaction and the gender of the research participants.

phrase		Sex	Job satisfaction	How would you rate your level of satisfaction with your current job	Do you feel appreciated and recognized for your efforts at work	Is the work environment suitable and supportive	Do you get the necessary support from colleagues and management	Do you have opportunities for professional growth and development in	How do you assess the work-life balance	How satisfied are you with the salaries and benefits offered	Do you feel that your job gives you an opportunity for professionalism and
Sex	Pearson Correlation	1	.114	-.072	.293	.162	.312*	.037	.253	-.128	-.119
	Sig. (2-tailed)		.476	.655	.063	.312	.047	.818	.110	.426	.460
	N	41	41	41	41	41	41	41	41	41	41
Job satisfaction	Pearson Correlation	.114	1	.541*	.667*	.144	.677*	.698*	.632*	.637*	.498*
	Sig. (2-tailed)	.476		.000	.000	.368	.000	.000	.000	.000	.001
	N	41	41	41	41	41	41	41	41	41	41
How would you rate your level of satisfaction with your current job	Pearson Correlation	-.072	.541*	1	.311*	.084	.289	.330*	.449*	.262	.141
	Sig. (2-tailed)	.655	.000		.048	.602	.067	.035	.003	.098	.380
	N	41	41	41	41	41	41	41	41	41	41
Do you feel appreciated and recognized for your efforts at work	Pearson Correlation	.293	.667*	.311*	1	.240	.480*	.403*	.354*	.352*	.081
	Sig. (2-tailed)	.063	.000	.048		.131	.002	.009	.023	.024	.614
	N	41	41	41	41	41	41	41	41	41	41
Is the work environment suitable and supportive	Pearson Correlation	.162	.144	.084	.240	1	.181	.124	-.013	.162	-.253
	Sig. (2-tailed)	.312	.368	.602	.131		.259	.438	.934	.310	.111
	N	41	41	41	41	41	41	41	41	41	41
Do you get the necessary support from colleagues and management	Pearson Correlation	.312*	.677*	.289	.480*	.181	1	.488*	.361*	.322*	.059
	Sig. (2-tailed)	.047	.000	.067	.002	.259		.001	.021	.040	.714
	N	41	41	41	41	41	41	41	41	41	41
Do you have opportunities for professional growth and	Pearson Correlation	.037	.698*	.330*	.403*	.124	.488*	1	.259	.346*	.168
	Sig. (2-tailed)	.818	.000	.035	.009	.438	.001		.102	.027	.292

development in your workplace	N	41	41	41	41	41	41	41	41	41	41
How do you assess the work-life balance	Pearson Correlation	.253	.632*	.449*	.354*	-.013	.361*	.259	1	.218	.369*
	Sig. (2-tailed)	.110	.000	.003	.023	.934	.021	.102		.170	.018
	N	41	41	41	41	41	41	41	41	41	41
How satisfied are you with the salaries and benefits offered	Pearson Correlation	-.128	.637*	.262	.352*	.162	.322*	.346*	.218	1	.125
	Sig. (2-tailed)	.426	.000	.098	.024	.310	.040	.027	.170		.436
	N	41	41	41	41	41	41	41	41	41	41
Do you feel that your job gives you an opportunity for professionalism and personal development	Pearson Correlation	-.119	.498*	.141	.081	-.253	.059	.168	.369*	.125	1
	Sig. (2-tailed)	.460	.001	.380	.614	.111	.714	.292	.018	.436	
	N	41	41	41	41	41	41	41	41	41	41

Table 4 illustrates the relationship between job satisfaction and the years of experience of the research participants.

phrase		Years of work experience	Job satisfaction	How would you rate your level of	Do you feel appreciated and	Is the work environment	Do you get the necessary support	Do you have opportunities for professional growth	How do you assess the work-life	How satisfied are you with the salaries and benefits offered	Do you feel that your job gives you an opportunity for professionalism and personal
Years of work experience	Pearson Correlation	1	-.337*	-.084	-.470**	-.179	-.242	-.228	-.304	-.114	-.056
	Sig. (2-tailed)		.031	.604	.002	.262	.127	.152	.054	.476	.730
	N	41	41	41	41	41	41	41	41	41	41
Job satisfaction	Pearson Correlation	-.337*	1	.541**	.667**	.144	.677**	.698**	.632**	.637**	.498**
	Sig. (2-tailed)	.031		.000	.000	.368	.000	.000	.000	.000	.001
	N	41	41	41	41	41	41	41	41	41	41
How would you rate your level of satisfaction with your current job	Pearson Correlation	-.084	.541**	1	.311*	.084	.289	.330*	.449**	.262	.141
	Sig. (2-tailed)	.604	.000		.048	.602	.067	.035	.003	.098	.380
	N	41	41	41	41	41	41	41	41	41	41
Do you feel appreciated and recognized for your efforts at work	Pearson Correlation	-.470**	.667**	.311*	1	.240	.480**	.403**	.354*	.352*	.081
	Sig. (2-tailed)	.002	.000	.048		.131	.002	.009	.023	.024	.614
	N	41	41	41	41	41	41	41	41	41	41
	Pearson Correlation	-.179	.144	.084	.240	1	.181	.124	-.013	.162	-.253

Is the work environment suitable and supportive	Sig. (2-tailed) N	.262 41	.368 41	.602 41	.131 41	.259 41	.438 41	.934 41	.310 41	.111 41
Do you get the necessary support from colleagues and management	Pearson Correlation Sig. (2-tailed) N	-.242 .127 41	.677** .000 41	.289 .067 41	.480** .002 41	.181 .259 41	1 .488** 41	.361* .021 41	.322* .040 41	.059 .714 41
Do you have opportunities for professional growth and development in your workplace	Pearson Correlation Sig. (2-tailed) N	-.228 .152 41	.698** .000 41	.330* .035 41	.403** .009 41	.124 .438 41	.488** .001 41	1 .102 41	.259 .027 41	.346* .292 41
How do you assess the work-life balance	Pearson Correlation Sig. (2-tailed) N	-.304 .054 41	.632** .000 41	.449** .003 41	.354* .023 41	-.013 .934 41	.361* .021 41	.259 .102 41	1 .170 41	.218 .018 41
How satisfied are you with the salaries and benefits offered	Pearson Correlation Sig. (2-tailed) N	-.114 .476 41	.637** .000 41	.262 .098 41	.352* .024 41	.162 .310 41	.322* .040 41	.346* .027 41	.218 .170 41	1 .436 41
Do you feel that your job gives you an opportunity for professionalism and personal development	Pearson Correlation Sig. (2-tailed) N	-.056 .730 41	.498** .001 41	.141 .380 41	.081 .614 41	-.253 .111 41	.059 .714 41	.168 .292 41	.369* .018 41	.125 .436 41

Table 5 illustrates the relationship between job satisfaction and the educational qualifications of the research participants.

phrase		Academic qualification	Job satisfaction	How would you rate your level of satisfaction with your current job	Do you feel appreciated and recognized for your efforts at work	Is the work environment suitable and supportive	Do you get the necessary support from colleagues and management	Do you have opportunities for professional growth and development in your workplace	How to balance work and personal life	How satisfied are you with the salaries and benefits offered	Do you feel that your job gives you an opportunity for professionalism and personal development
Academic qualification	Pearson Correlation Sig. (2-tailed) N	1 41	-.465** .002 41	-.229 .149 41	-.276 .081 41	-.072 .656 41	-.466** .002 41	-.315* .045 41	-.372* .017 41	-.285 .071 41	-.127 .429 41
Job satisfaction	Pearson Correlation	-.465**	1	.541**	.667**	.144	.677**	.698**	.632**	.637**	.498**

	Sig. (2-tailed)	.002		.000	.000	.368	.000	.000	.000	.000	.001
	N	41	41	41	41	41	41	41	41	41	41
How would you rate your level of satisfaction with your ?current job	Pearson Correlation	-.229-	.541**	1	.311*	.084	.289	.330*	.449**	.262	.141
	Sig. (2-tailed)	.149	.000		.048	.602	.067	.035	.003	.098	.380
	N	41	41	41	41	41	41	41	41	41	41
Do you feel appreciated and recognized for your ?efforts at work	Pearson Correlation	-.276-	.667**	.311*	1	.240	.480**	.403**	.354*	.352*	.081
	Sig. (2-tailed)	.081	.000	.048		.131	.002	.009	.023	.024	.614
	N	41	41	41	41	41	41	41	41	41	41
Is the work environment suitable ?and supportive	Pearson Correlation	-.072-	.144	.084	.240	1	.181	.124	-.013-	.162	-.253-
	Sig. (2-tailed)	.656	.368	.602	.131		.259	.438	.934	.310	.111
	N	41	41	41	41	41	41	41	41	41	41
Do you get the necessary support from colleagues and ?management	Pearson Correlation	-.466- **	.677**	.289	.480**	.181	1	.488**	.361*	.322*	.059
	Sig. (2-tailed)	.002	.000	.067	.002	.259		.001	.021	.040	.714
	N	41	41	41	41	41	41	41	41	41	41
Do you have opportunities for professional growth and development in ?your workplace	Pearson Correlation	-.315-*	.698**	.330*	.403**	.124	.488**	1	.259	.346*	.168
	Sig. (2-tailed)	.045	.000	.035	.009	.438	.001		.102	.027	.292
	N	41	41	41	41	41	41	41	41	41	41
How do you assess the work-life ?balance	Pearson Correlation	-.372-*	.632**	.449**	.354*	- .013-	.361*	.259	1	.218	.369*
	Sig. (2-tailed)	.017	.000	.003	.023	.934	.021	.102		.170	.018
	N	41	41	41	41	41	41	41	41	41	41
. How satisfied are you with the salaries ?and benefits offered	Pearson Correlation	-.285-	.637**	.262	.352*	.162	.322*	.346*	.218	1	.125
	Sig. (2-tailed)	.071	.000	.098	.024	.310	.040	.027	.170		.436
	N	41	41	41	41	41	41	41	41	41	41
Do you feel that your job gives you an opportunity for professionalism and personal ?development	Pearson Correlation	-.127-	.498**	.141	.081	- .253-	.059	.168	.369*	.125	1
	Sig. (2-tailed)	.429	.001	.380	.614	.111	.714	.292	.018	.436	
	N	41	41	41	41	41	41	41	41	41	41

Discussion of Results

In addressing the first question regarding the level of job satisfaction among physical therapists, the following findings emerged:

1. **Salaries and Benefits:** The highest mean score recorded was **3.02**, indicating that the sample members have a "moderate" to "acceptable" level of satisfaction regarding financial compensation. This was the only value that nearly approached the midpoint of the scale.
2. **Opportunities for Professional Growth and Development:** This factor ranked second with a mean of **2.73**, reflecting a relative feeling of potential for self-improvement within the profession.

3. **Work Environment:** This is the most concerning point, as it recorded the lowest mean score ever at **1.02**, with an extremely low standard deviation of **(0.15)**. This indicates near unanimity among therapists that the work environment is unsuitable and unsupportive.
4. **Overall Satisfaction with Current Job:** The mean score was very low at **1.78**, clearly indicating a state of general dissatisfaction among practitioners, which may lead to professional burnout or a desire to leave the job.
5. **Recognition and Appreciation of Efforts:** With a mean of **1.87**, therapists feel a significant gap in the recognition of their efforts by the institutions they work for.
6. **Work-Life Balance and Professional Support:** The balance between work and personal life scored low at **2.04**, indicating high work pressures affecting therapists' personal lives.
7. **Support from Colleagues and Administration:** The mean score of **2.09** demonstrates a weakness in the system of mutual administrative and professional support.

In answering the second question—whether there is a relationship between job satisfaction and demographic variables (using Pearson correlation coefficients)—the following was found:

1. **Age:** A statistically significant negative correlation exists between age and overall job satisfaction, with a value of ($r = -0.412$) at a significance level of **0.008**. This suggests that as the age of the physical therapist increases, their level of job satisfaction tends to decrease.
2. **Gender:** The results did not show a strong statistically significant relationship between gender and overall job satisfaction, with a correlation value of **0.114** at a significance level of **0.476** (not significant).
3. **Educational Qualification:** A strong, statistically significant negative correlation was found between educational qualification and job satisfaction, with a value of ($r = -0.465$) at a significance level of **0.002**.
4. **Years of Experience:** The results showed a statistically significant negative correlation between years of experience and job satisfaction, with a value of ($r = -0.337$) at a significance level of **0.031**. Experience was also negatively associated with "feeling of appreciation," at (-0.470).

The findings suggest that physical therapists have relatively good satisfaction regarding salaries but struggle with an unsuitable work environment. This result partially aligns with Al-Mansour's study (2021), which indicated that while financial factors may be motivating, the physical and organizational environment remains the greatest barrier to overall satisfaction.

The relationship between age and experience showing a decline in satisfaction with increased age and experience is particularly intriguing; this differs from Al-Mansour's study (2021), which linked experience to increased satisfaction. This may be interpreted in the current sample as more experienced therapists feeling a "career ceiling" or a lack of opportunities for personal development, as experience was negatively correlated with opportunities for professional growth at (-0.228).

The correlation between educational qualifications and job satisfaction indicates that therapists with higher qualifications may have expectations from their job that exceed what reality provides, or they feel that their advanced skills are underutilized. This supports the results of Al-Rashidi's study (2018) regarding the expectation gap among specialized personnel.

The lack of significant differences between genders aligns with most previous studies in the healthcare environment, suggesting that working conditions and pressures affect physical therapists equally, regardless of gender.

Results and Recommendations

Results:

1. Physical therapists exhibit a clear deficiency in a "supportive work environment," despite their relative satisfaction with financial benefits.
2. There is a clear inverse relationship between advancing age/experience and job satisfaction, which signals a risk of losing skilled professionals.
3. Individuals with higher academic qualifications report the lowest job satisfaction, indicating a mismatch between their roles and academic aspirations.
4. There is a lack of feeling appreciated and recognized for efforts, especially among the more experienced groups.

Recommendations:

1. **Improve the Work Environment:** Healthcare administrations should review both the physical and psychological work environments to make them more supportive and motivating, as they recorded the lowest satisfaction levels.
2. **Recognition Programs for Experienced Professionals:** It is essential to design both moral and material programs targeting experienced physical therapists to enhance their sense of appreciation and institutional loyalty.
3. **Invest in Higher Qualifications:** Job descriptions for therapists holding advanced degrees should be reshaped to ensure the utilization of their capabilities and grant them authorities that match their educational level to enhance their satisfaction.
4. **Enhance Work-Life Balance:** Efforts should be made to improve policies regarding work-life balance, as the results showed a low average in this area (**2.04**).
5. **Overall Satisfaction Level:** The general mean score for job satisfaction was **16.90**, with a sharp gap between satisfaction with "salaries" (**3.02**) and satisfaction with "work environment," which was at its lowest (**1.02**).
6. **Age and Experience:** The findings confirmed a statistically significant inverse relationship; as therapists age (**-0.412**) or their years of experience increase (**-0.337**), their level of job satisfaction declines.
7. **Educational Qualification:** Those with higher qualifications recorded a strong negative correlation with job satisfaction (**-0.465**), indicating a need for special managerial attention for this group.
8. **Moral Recognition:** The data revealed that the feeling of appreciation significantly decreases with increased years of experience (**-0.470**), necessitating the implementation of moral incentives for experienced individuals.

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