

General Practitioners' Job Satisfaction. What Do We Know so far, and what is Known About Their Job Satisfaction in the Context of Primary Care Workforce Shortage?
A Scoping Review

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Objective: to summarise available findings on what is known about general practitioners' job satisfaction (GPs' JS) within the medical field, and to cover current knowledge about their JS in the context of primary care workforce shortage.

Methods: a scoping review conducted on PubMed identified studies within a 10 years-release addressing GPs' JS working in a primary care office set in a European country. All aspects of GPs' JS included in those studies were identified and classified into areas of GPs' JS implication. Articles addressing the area primary care workforce shortage were then further selected. A narrative descriptive method was used to synthesize current knowledge about GPs' JS in the context of primary care workforce shortage.

Results: the database search identified 679 articles. 59 articles were used to identify 4 areas of GPs' JS implication: general situations, quality of care, primary care workforce shortage and healthcare reforms. In addition to this, the 59 articles identified 5 categories of variables influencing GPs' JS (general factors, external work factors, inner work factors, intrinsic GPs' factors and curriculum factors) and 4 categories of variables influenced by GPs' JS (primary care workforce shortage, personal attitude towards specific situations, quality of care and patient's satisfaction). On the last step, the 17 articles included in the area primary care workforce shortage identified various suggestions to protect GPs' JS, which could be done on 4 levels. Improvements could be suggested at a governmental, an organizational, a curriculum and at a scientific level.

Conclusion: GPs' JS shows a great diversity of implications within the medical field. The most important areas of GPs' JS implication are primary care workforce shortage, quality of care and healthcare reforms. In order to rapidly reverse the ongoing primary care workforce shortage, it is needed to improve general practitioners' job satisfaction within the field and to design an encouraging general practice curriculum to attract a greater proportion of GP trainees.

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