

# European Society of Ophthalmology



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## **European Leadership Development Program Class of 2011-2013 Project Abstract**

The European Society of Ophthalmology is requesting a brief abstract of the project that each EuLDP participants plans to work on during the program. The compiled abstracts will be included on the SOE website and provided to the incoming EuLDP class as background material. Please e-mail your abstract along with a headshot photo to E-mail: [secretariat@soevision.org](mailto:secretariat@soevision.org)

*Please include the headings: **Title, Purpose, Methods, Results and Conclusion***

### **Title of Project:**

**Evaluation of job satisfaction at the Department of Ophthalmology, Innsbruck Medical University, Austria**

### **Purpose**

To evaluate the job satisfaction level of the co-workers and employees at the Department of Ophthalmology, Innsbruck Medical University, Austria.

### **Materials and Methods**

A job satisfaction questionnaire in a multiple choice format was constructed in order to obtain information in the following fields: workplace and content, organization, relationship to other employees, relationship to the clinic directorate and total workplace satisfaction. After being approved by the boards of the representatives of all working groups (medical, scientific and non-medical personnel) and by the vice chancellor of the University, the questionnaire was sent by normal mail to all 107 employees, among which 30 doctors, of the department, who were asked to complete it to send it back anonymously to the quality management section of the hospital for statistical evaluation.

### **Results**

Among the doctors 15 out of 30 (50%) and among the other personnel 49 out of 87 (56%) responded. Average participation of all working groups was thus 55%. In total, the department proved to be an interesting, well-organized, competent and attractive place to work with satisfactory relationships among the employees and towards the directorate. A few specific issues concerning simplification of working processes and intercollegiate communication could be spotted.

### **Conclusion**

Job satisfaction questionnaires are a useful tool for assessing and improving workplace quality in medical departments.