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# The Relationship between Physical Self-Concept and Job Satisfaction among Physiotherapists in Saudi Arabia

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Job satisfaction; Physical self-concept; Physiotherapist; Job stress; Physiotherapy; Physical Self-Perception Profile (PSPP); Minnesota satisfaction questionnaire (MSQ).

## Abstract

Work satisfaction can be seen as a proxy for emotional or physiological health as physiotherapists (PTs) were facing high levels of occupational stress which are associated with excessive exertion that physiotherapists endure in their daily work. The purpose of this study was to determine the relationship between Physical Self-Concept with the job satisfaction among physiotherapists working in Saudi Arabia. The convenient, descriptive-correlation type of study design was used. Online questionnaires Physical Self-Perception Profile (PSPP) and the short form of the Minnesota satisfaction questionnaire (MSQ) were conducted through Google Form. The responses were organized in Excel and analyzed using SPSS. Demographic data (gender, age, last educational degree, total working experience, the region in which they work, and duration of working on the current job) were descriptively summarized and analyzed. Surveying 189 PTs were about their level of PSPP score (M= 65.05 and SD= 16.4) and their MSQ score (M= 69.3 and SD= 14.7). The relationship was positive, weak in strength, and statistically significant ($r = 0.34$, $Sig < 0.05$). There was a highly significant relationship between physiotherapists' physical self-concept and job satisfaction. And their job satisfaction was raised as their PSC raised moreover both male and female physiotherapists' job satisfaction was influenced by their physical self-concept.

**Disciplinary**: Psychology, Management.



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# 1 Introduction

The important attribute that strongly affects competitive decisions among humans is the degree of confidence in one's abilities. The biases in self-confidence including overconfidence can greatly affect individuals' empowerment and position in society moreover eventually impacting society in different aspects. In recent years, an increase in performance has been the foundation need of what is dreamed by all people to stand out in their respective fields. Physical therapy involves evaluating, diagnosing, and treating a range of diseases, disorders, and disabilities using physical aspects. Employment opportunities for physiotherapists (PTs) are tremendous as it is a career where the demand exceeds supply. Physiotherapy is a profession that can be highly stressful with personal and/or work-related factors adding to the pressure and influencing job satisfaction among physiotherapists [10].

Saudi Arabia (SA) is one of the fastest-growing economies in the world over the past few decades and has witnessed enormous growth and change, with diseases of civilization, road traffic accidents, and increasing age, growing the demand for physiotherapists will provide services. Physical therapy has been identified as the most important branch of the health care profession in Saudi Arabia. Moreover, it constitutes the maximum number of staff working in the rehabilitation sector, out of which around 80% are employed by the government in hospitals [4].

The study aims to determine the relationship between the PSC and the job satisfaction among PTs working in Saudi Arabia and the daily work of PTs puts considerable strain on the articular, skeletal, and muscular systems, which are associated with excessive exertion that PTs endure in their daily work. PTs as autonomous practitioners, often working in a multidisciplinary health care environment, also encounter unique and complex ethical challenges like incompatibility of available resources and patient needs [24] and unethical behavior of PTs or other professionals, and realization of patients' self-governance [27]. Also, a close physical and emotional correlation between the patient and PTs creates specific ethical issues [30], such as how to maintain however, the high level of professional competence among these professionals does not translate into an adequate salary. The lack of a well-defined range of responsibilities contributes to PTs less frequently declaring satisfaction with their work. [33].

PSC is a person's perceptions of himself/herself formed through experience with and interpretations of his/her environment related to his/her physical domain [32] or it can be defined as self-perceptions about one's physical self and considered a significant antecedent of motivation, behavioral engagement and mental health outcomes in exercise. settings. PSC is deemed essential for realizing human potential [12] and develops by internalizing experiences in one's social environment [29].

Much of the self-concept literature has reported developments within the realm of academics. However, it is important to explore the non-academic facets of self-concept as well. For this study, in particular, the relationship between self-concept and work-related involvement is

important. It has been proven that as an individual develops, facets of self-concept become increasingly independent [28].

Job satisfaction and morale among medical practitioners are a current concern worldwide [23]. It is one of the central variables in work and organizational psychology and is seen as an important indicator of working life quality [15]. Behavioral and social science research suggests that job satisfaction and job performance are positively correlated [7]. Satisfied employees tend to be more productive and creative. Job demands and job control have been reported to have several interactive effects on employee wellbeing and health in specific occupational groups [14]. Job satisfaction is defined as the degree to which individuals feel positive or negative about their jobs [31]. It is a multidimensional response toward the work and workplace environment and improves positive energy and performance [6] moreover Job satisfaction can affect the behavior of employees that, in turn, affects organizational functioning [5]. As per Aldermen. et al humans have three sets of basic needs including existence, relatedness, and growth. If attempts to satisfy needs with high priority are not fruitful, then the individual will focus on his demands that initially had a lower priority, which can lead to frustration and dissatisfaction. A few factors like autonomy, pay, task demands, and organizational policies are also known to have a significant effect on job satisfaction [19]. Satisfaction at work is also inversely associated with absenteeism, turnover in an organization, level of stress, and eventual exhaustion that ultimately improves productivity [1]. A review of existing literature provides the relationship between self-concept in sports and academics. Up to our knowledge, the prevalence of PSC in PTs and its relation to job satisfaction needs to be determined. Therefore, this study tried to explore the relationship of PSC with the job satisfaction in PTs working in SA If the results indicate that there is any relationship between the PSC and job satisfaction among PTs, then this study will obtain some useful information being assisted for all officials, managers and seniors regarding PSC and the degree of job satisfaction among PTs.

The purpose of this study was to determine the relationship between PSC and job satisfaction among PTs working in SA. This study showed that there was a correlation between PSC and job satisfaction among PTs working in SA.

## 2 Methodology

A convenient, descriptive-correlation type of study design was used in this study to test expected relationships among variables. This design aims to provide a sufficiently complete description of what is happening at a particular time. A non-probability sample of the different hospitals and clinics working physiotherapists (20-25 years) in Saudi Arabia were recruited to fulfill the required sample size is 189. The eligible candidates were given the consent form through mail or social media in the form of a Google Form. All descriptive variables of all subjects were recorded.

**Inclusion Criteria**

Sex: Healthy male/female PTs of ages 25 to 50 years.

PTs working in SA.

A Subject who will agree to fill the informed consent.

**Exclusion Criteria**

A Subject who will not be agreeing to fill the informed consent.

PTs work for different professionals.

## 2.1 Tools and Measuring Method

The questionnaire of PSC (Physical Self-Perception Profile] (PSPP] and Job satisfaction questionnaire (Short form of Minnesota satisfaction questionnaire] (MSQ] with 20-item were applied to gather the related data. Both of these questionnaires and informed consent were mailed to PTs working in different hospitals and clinics in SA. The filled forms were collected for data analysis.

## 2.2 Physical Self-Perception Profile (PSPP)

PSPP is a multidimensional 30-item self-report instrument measuring an individual's PSC. It features 4-domain-specific subscales assessing perceived sport competence (SPORT), body attractiveness (BODY), physical condition (CONDITION), and physical strength (STRENGTH), and one subscale that assesses a global perception of overall physical self-worth (PSW). A 4-choice structured alternative item format is used with 6-items per subscale. [18].

# 3 Results and Discussion

Statistical analyses will provide an explanation of the relationship between demographic characteristics of the patient as well as the Physical Self-Concept and Job Satisfaction All statistical analyses were conducted by using IBM SPSS Statistics version 21. Data will be presented as descriptive analysis; frequencies, percentages and mean ± standard deviation. It is expected that the result of this study will add a base of body knowledge regarding Physical Self-Concept and Job Satisfaction among physiotherapists in SA.

**Table 1**: frequency and distribution of socio-demographic characteristics of study sample n=189

| Gender | No. |
|---|---|
| Male | 161 |
| Female | 28 |

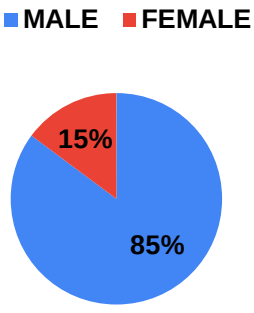


**Figure 1**: Gender

**Table 2**: frequency and distribution of professional qualification

| Degree | No. |
|---|---|
| Diploma | 13 |
| Graduate | 102 |
| Post-graduate | 69 |
| PhD | 5 |

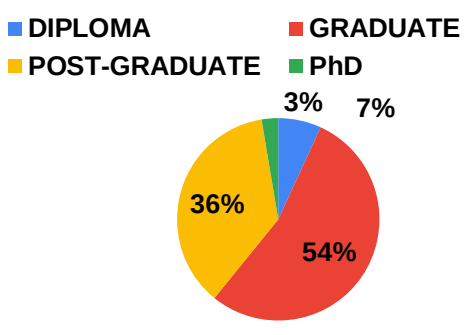


**Figure 2**: Education background.

**Table 3**: frequency and distribution of duration of present job

| Duration of present job | No |
|---|---|
| 5 ≤ | 92 |
| 6 to 1o | 65 |
| 10 ≥ | 32 |

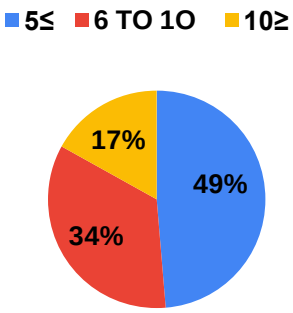


**Figure 3**: Duration of present job

**Table 4**: frequency and distribution of region

| Region | No. |
|---|---|
| North | 14 |
| East | 11 |
| West | 32 |
| South | 117 |
| Middle | 15 |

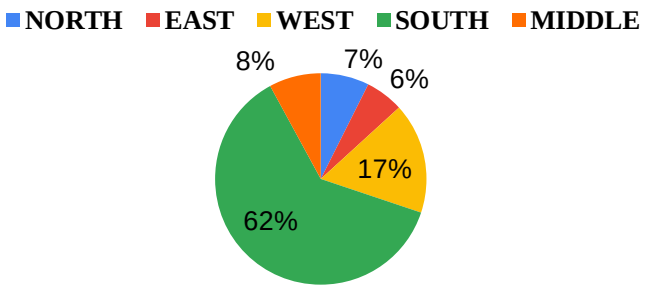


**Figure 4**: Region.

**Table 5**: frequency and distribution on total work experience

| Total work experience | No. |
|---|---|
| ≤ 5 | 113 |
| 6 to 10 | 61 |
| ≥ 10 | 15 |

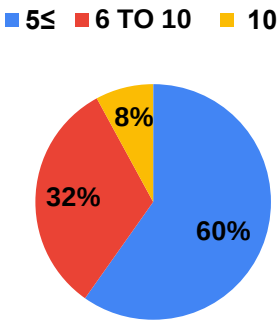


**Figure 5**: Total work experiences.

**Table 6**: frequency and distribution on post

| Post | No. |
|---|---|
| Senior | 107 |
| Junior | 82 |

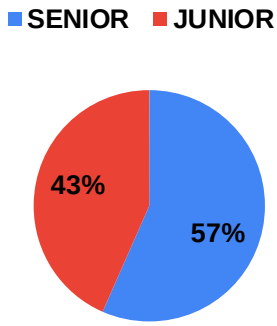


**Figure 6**: Post

**Table 7**: frequency and distribution on age of therapist

| Age | No. |
|---|---|
| 25-30 | 79 |
| 31-35 | 68 |
| 36-40 | 35 |
| 40+ | 7 |

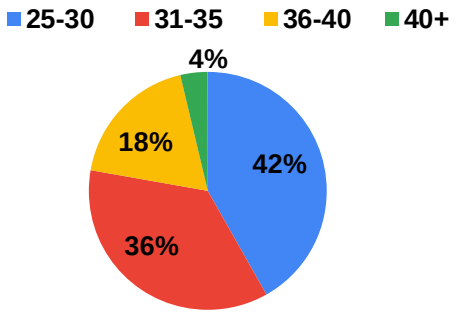


**Figure 7**: Age of therapist.

**Table 8**: Mean and SD of PSPP score and MSQ Scores.

| | PSPP Score in % | | MSQ Score in % | |
|---|---|---|---|---|
| | Mean | SD | Mean | SD |
| Female (28) | 67.2 | ±19.0 | 69.5 | ±17.4 |
| Male (161) | 62.9 | ±15.8 | 69.1 | ±14.2 |
| Total (189) | 65.05 | ±16.4 | 69.3 | ±14.7 |

Tables 1-7 and Figures 1-7 show details of PTs who participated in this study. Some researchers support the relationship between self-concept and performance in sports. Results of the present study showed a significant positive correlation between PSC and job satisfaction among the PTs working in SA. Positive levels of self-confidence led to higher subsequent levels of PTs' performance. In other words, because PTs understand their body, psychological factors such as self-esteem and sense of achievement are high. It is similar to the study of [11]. PSC includes the persons' attitude toward their body dimensions and lack of proper perception of the PSC has been linked to physical, mental, and social disorders. Tabiee et al. [35] found that athletic performance improves the physical self-esteem and self-esteem of students. Therefore, health system policymakers can promote the necessary facilities for expanding the culture of physiotherapy activities and also create an environment with sufficient facilities in the different physiotherapy departments.

PSC is generally regarded as a feminine feature. The relationship between physical appearance and self-esteem shows extremely robust across both gender and age [22] the current study showed that female PTs have high PSPP scores than that male PTs. [16]and both males and females have almost the same score in self-concept.

PTs are exposed to physical strains in their profession. Working in a forward-bending posture and repetitive hand movements involving physical effort represent typical strains on PTs. As confirmed by [19] these appear to have been provoked by awkward body postures: 55% of PTs surveyed stated that they often had worked in the position of forwarding bending and also torso at an angle of 45° to 90°, which can lead to musculoskeletal problems in the posterior part.[13], found that 17% of PTs changed their specialism or even their profession on account of musculoskeletal diseases. Stress will lead to people's psyches and satisfaction with life [21] ad can lead to work-related musculoskeletal diseases or to a change in the workplace [9]. The results of this study show that nearly 70% of PTs surveyed were satisfied with their jobs as a whole. This is a good percentage and agreed with the findings of other studies that also found a high level of job satisfaction among PTs [34]. the PTs tend to belong to the group of active workers. This is an important factor for a high level of job satisfaction. The demands on PTs have to work quickly, unevenly distributed work that mounts up because sometimes less than 15 minutes were needed to complete all tasks which include documentation. This can also be a reason for less job satisfaction.

A relaxed and collegial work climate makes a substantial contribution to employees' health. Professionals discussing their ideas with colleagues about difficult cases or new techniques also help in solving stressful problems and one's self-esteem in respect of one's own professional

competence. Setbacks can also affect the self-esteem and self-belief of PTs. In some, it can be a catalyst encouraging them to do better and better. While in others, it can start to affect their performance. Psychological strength is an important factor for PTs, but psychological weakness can also determine how PT performs on the day. Being under-prepared can affect their ability and cause stress or anxiety, and further, it can lead to poor job satisfaction. Mental strength is not enough to compensate for lack of skill, but if physical skills are matched, PTs with the strongest control over their own mind will usually be the winner. Previous researchers in self-concept theory suggest that a positive self-concept has self-enhancing effects including increases in future motivation [17]. The overall mean and SD of PSPP Score statistics show that female PTs have more scores as compared to that male PSPP Score and total PSPP Score. The overall mean and SD of MSQ Score statistics show that both male and female PTs have almost the same score.189 PTs were surveyed about their Level of PSPP score (M= 65.05, SD= ±16.4] and their MSQ score (M= 69.3, SD= ±14.7]. The relationship was positive, weak in strength, and statistically significant (r = 0.34, p< 0.05). A complete list of correlations is presented in Table 9.

**Table 9**: Correlation between PSPP Score and MSQ Score

| | | MSQ Score in % |
|---|---|---|
| PSPP Score in % | Pearson Correlation | 0.34 |
| | Sig. (2-tailed) | 0.000* |
| | N | 189 |

Correlation is significant at the 0.05 level (2-tailed).

A similar study can be conducted on a large sample for better generalization of findings and can be choosing a different kind of diagnosis seeking physiotherapy. Health organizations must develop job satisfaction strategies to combat this. Most of the reviewed literature pointed to the importance of ensuring an adequate level. For future research, different measuring instrumentation may be necessary. There are several alternative methods for measuring the current study's variables. PSPP is one way of many ways that PSC can be measured. Although the scale's reliability and validity are well established, there was one issue of concern throughout the study. The questionnaire is a 4-choice structured alternative item format. This was a cause of confusion to a majority of the subjects and required the researcher to administer additional verbal instruction. While this scale was chosen for its length (only 30 items), a questionnaire with a Likert-scale response format might produce less confusion for the participants.

## 4 Conclusion

This study's findings indicate significant links between PSC, and job satisfaction among PTs. However, the research techniques used in this study are only an initial step for the research in this field. Alterations should be considered to find more specific and expounding results. The result of the present study showed more significance and it indicates there was a relationship between PTs' PSC and job satisfaction.

## 5 Availability of Data and Material

Data can be made available by contacting the corresponding author.

## 6 Acknowledgement

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