

Organizational Commitment and Job Satisfaction among Health Professionals of a Maternity Ward in Lubango, Angola

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Abstract : Angola has a deficient health system characterized by reduced human and material resources. Nurses are the main actors combating different types of diseases simultaneously dealing with a lack of essentials tools and means. In this study, we aimed to assess the organizational commitment and job satisfaction of 51 health professionals from a maternity ward in Lubango, Angola. Participants completed the Organizational Commitment Questionnaire and the Job Satisfaction Scale and demonstrated a strong commitment towards the maternal facility, despite the majority of them were not satisfied with their work. Moreover, the gender and years of service seemed to not influence the level of commitment and satisfaction among the professionals. These results show the need for organizational restructuring (i.e., wages, career progression, supervision) to increase job satisfaction in this institution.

Keywords : Africa, health professionals, organizational commitment, work satisfaction

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