

Level of Job Satisfaction Among Person with Physical Disability



By

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Statement of Authorship

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Dedication

To my all lovely, humble, and supportive participants, my supervisors, my friends and family and the most beautiful institute Bangladesh Health Professions Institution's (BHPI) all members.

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List of Abbreviations

BHPI	Bangladesh Health Professions Institute
CDD	Centre for Disability in Development.
CDD	Centre for the Rehabilitation of the Paralysed.
GBS	Guillain–Barré syndrome
JSS	Job Satisfaction Survey.
OT	Occupational Therapy.
PWD	Person with Disability.
SCI	Spinal Cord Injury
SD	Standard Deviation.
SPSS	Statistical Package for the Social Science.
TM	Transverse Myelitis.
WHO	World Health Organization.

Abstract

Background: Job satisfaction is a multidimensional construct that reflects an individual's subjective evaluation of various aspects of their job and work environment. Job satisfaction plays a key role in influencing productive outcome for organizations. The level of job satisfaction among persons with physical disability is a crucial aspect of their overall well-being and quality of life. This study explores their positive or negative experiences with their job.

Aim: The study aimed to measure the level of job satisfaction among person with physical disabilities.

Method and Materials: This study was conducted by quantitative research with a cross-sectional study design and convenience sampling. A socio-demographic and a structured questionnaire (job satisfaction survey) were used to collect the data. Descriptive statistics were used to report the job satisfaction of respondents. Participants were persons with physical disability and the study settings were various organizations where they worked in the Dhaka city. Vocational training employee were excluded.

Result and discussion: 184 participants took part in the study. This study investigated job satisfaction and findings suggest that a significant portion of individuals with physical disabilities were satisfied and ambivalent about their job and related dimensions (pay, promotion, supervision, fringe benefit, contingent rewards, operating conditions, coworkers, nature of work, communication.). Among participants, 52.7% (n=97) were satisfied with their job and 47.3% (n=87) were ambivalence.

Conclusion: A sizeable minority report ambivalence, indicating that there is room for improvement in job satisfaction for this population. The findings showed the lowest satisfaction levels in pay, fringe benefits, contingent rewards, promotion, and operating procedures dimensions of job satisfaction. Participants were more satisfied with the nature of work, supervision, and co-workers. The findings can be used as a set of reference levels and indicators for the human resources development component of the quality management system.

Keywords: Job Satisfaction, job dimension, Organizations, Person with disability.

CHAPTER I: INTRODUCTION

1.1 Background

Job satisfaction is a significant component that influences the productivity of human resources in providing optimal services, as it influences an individual's intention to remain at an organization. Job Satisfaction defines any combination of psychological, physiological, and environmental circumstances that cause a person to truthfully say that they are satisfied with a job. It is also regarded as an indicator of working life quality. The quality of services is influenced by different components consisting of the framework, human resources, and organization as well as the employment system. Among these, human resources are the foremost important component. In the provision of the best services, workers' performance is strongly influenced by their job satisfaction, which is also reflected in the productivity of the organization. To be more productive, it is essential to comprehend what drives them and how much the company and other elements impact their level of job satisfaction. With few options for work, education, and training, people with disabilities in Bangladesh are the most marginalized and vulnerable group of the population. Most of them are isolated from mainstream society, stigmatized, mistreated, and marginalized. People with disabilities frequently receive low pay or are dissatisfied with their jobs because of a variety of factors, including a lack of political commitment, a negative attitude from the community, employers' misconceptions about the abilities and capabilities of disabled workers, and a lack of inclusive education.

According to the World Report of Disability, about 15 per cent of the world population have some forms of disabilities and this number is much higher in low-income and middle-income countries such as Bangladesh. About 80 per cent are of working age. In

Bangladesh, approximately 3.2 million youths have disabilities. Bangladesh has no acceptable primary data on disability prevalence. Different estimates on the prevalence of disability put the figure of persons with disabilities between 1.41 per cent and 9.01 per cent. That means Bangladesh has 17–25 million individuals with disabilities. These young people need help to access demand-driven education and training, thereby opening pathways to decent employment. In 2008, Bangladesh was amongst the first countries to ratify the UN Convention on the Rights of Persons with Disabilities.

A survey by the Bangladesh Bureau of Statistics, conducted in 2010, revealed that only 53.6 percent of men with disabilities, compared to 78.8 per cent of males without disabilities, were employed. Persons with disabilities also encounter difficulties accessing the 10 per cent jobs earmarked for them in the public sector (third and fourth grade jobs) and 1 per cent for the first and second grade jobs. There is no obligation or a mandate for securing guaranteed employment in the private sector for the persons with disability (Bangladesh Bureau of Statistics, 2010).

1.2 Justification of the study

Understanding job satisfaction among individuals with physical disabilities is crucial for promoting equal opportunities and inclusion in the workforce. This research can contribute to efforts to dismantle barriers and create more inclusive workplaces. Job satisfaction impacts various aspects of individuals' lives, including mental health, self-esteem, and financial security. Studying this topic can highlight the specific factors influencing satisfaction for this population and inform interventions to improve their overall well-being. Understanding factors influencing job satisfaction among individuals with disabilities can help organizations optimize their workforce and promote positive outcomes for both employees and employers. While research on job satisfaction exists, specific studies focusing on individuals with physical disabilities are

still relatively scarce. This research can contribute valuable insights to this understudied area and inform future scholarship and practice for both professionals along with country. The title clearly defines the target population (individuals with physical disabilities) and the key theme of interest (job satisfaction). According to government SDG the research will be work on 'good health and wellbeing' which goals to ensure healthy lives and promote wellbeing for all at all ages in any conditions. Along with able-disable equality which goal achieves equality and empowers to all.

1.3 Operational Definition

1.3.1 Job Satisfaction

Job Satisfaction defines any combination of psychological, physiological, and environmental circumstances that cause a person to truthfully say that they are satisfied with a job (Hoppock, 1935).

1.3.2 Physical Disability

When a condition affects a person's physical capacity, mobility, stamina, or dexterity, they can be said to have a physical disability. The causes of physical disabilities vary greatly, and not every person with a specific condition leading to a disability has the same limitations. Regardless of the cause, a physical disability can affect a person's capacity and mobility.

1.4 Aim of the Study

The study aimed to measure the level of job satisfaction among person with physical disability.

CHAPTER II: LITERATURE REVIEW

This chapter includes the information regarding level of job satisfaction in different associated aspects in work settings among person with physical disabilities and who are handicapped. The findings over this topic has been listed according to the relatable terms with the title of this study. It includes information about type of disabilities, working area, working pattern, impacts of their boss and co-workers, their responsibilities and challenges, satisfaction with salary, promotion, increment and so on. Some keywords have been set to allocate literature associated with this study. They are- Background of Employment of Persons with Physical Disability, Satisfaction of workers with disabilities in different aspects associated with work settings and other concepts of work.

2.1 Background of Employment of Persons with Physical Disability

In Bangladesh the percentage of participation rate of employed person with disabilities lower than 1% (Jalil, 2012). There were 53% man with disabilities who were employed compared to 78.8% of men without disability. But the participation rate is very low for the women with disability and this percent is 5.03%. Occupational Therapy plays an important role in the work of rehabilitation, there was a long and successful history behind this. Occupation therapists have the expertise and capabilities to appraise worker capacities, task performance and work environment (AOTA, 2019). Occupational therapist works not only with employers but also with the employee to adapt the work /injury/disability (AOTA, 2019). The focus of Occupational therapists for workers with disability is to endorse independency level and functional level through client-centered approach together with focusing on individuals physical, social, and psychosocial needs

(The Occupational Therapy practice,2019). Occupational therapists play a vital part for promoting capabilities of person with disability for coming back to their previous work (Desirn et al,2011).

2.2 Satisfaction of workers with disabilities in different aspects associated with work settings and other concepts of work.

Participation in the context of physical impairment has traditionally been understood in terms of carrying out various tasks and activities. But this viewpoint fails to consider the satisfactions and meanings that one gets from taking part. Determining what constitutes meaningful participation-enhancing services, programs, and policies is difficult for policymakers and service providers without an agreed-upon conception of participation that takes into consideration individuals' subjective experiences and perceptions (Ginis et al., 2017). The participation rate is very low for the women with disabilities and this percentage is 5.03%. But now in Bangladesh some garments factory create post for person with disability and this opportunities are increasing day by day after the tragedy of Rana Plaza factory in 2013 (International Labour Organization, 2019). But the statistical rate is not exact.

We can easily describe that job satisfaction ultimately reproduces the scope of job for an individual. It is fundamentally an attitude that replicates the scope to which an individual gets full satisfaction of his or her job. Formally defined, it is a sentimental or emotional response toward several facets of one's job. This definition specifies that job satisfaction is not a unitary idea. Sometimes a person can be quietly satisfied with one aspect of his or her job and dissatisfied with one or more other aspects. There are two aspects of job satisfaction, and these are- facet satisfaction and overall satisfaction. Facet satisfaction is defined as the proclivity to be more or less satisfied with many facets of his or her job. Some important facets are of these: the work itself, salary,

promotions, recognition, working conditions, job security, supervision, and co-workers. Conversely, overall satisfaction is an overall or summary, indicator of a person's attitude toward his or her job. Mainly overall satisfaction is an average or total of the attitudes that each and every.

According to the study of Kadzielski et al., 2012, results are in line with earlier studies that showed a relationship between disability and worker's compensation status. Worker compensation was linked to a delayed return to work following hand injuries and disc herniation. In addition to having additional office visits and diagnostic testing, patients with worker's compensation often had worse subjective results following surgery. Following orthopaedic injuries, a number of factors may impact return to work and disability, including motivation, job satisfaction, burnout, and secondary gain. After a finger injury, the current study assessed the independent impacts of job satisfaction, burnout, and secondary gain on arm-specific impairment.

In this prospective trial, 93 working patients with finger injuries were recruited; 51 of them finished the follow-up. At the first appointment, demographics, job satisfaction (measured using the Job Descriptive Index questionnaire), and burnout (measured using the Shirom-Melamed Burnout Measure) were evaluated. Following a 6-month period, the Disabilities of the Arm, Shoulder, and Hand (DASH) questionnaire was used to assess arm-specific disability, and the Short Form-36 (SF-36) survey, mental component summary (MCS), and physical component summary (PCS) were used to assess general health status.

2.3 Different types of measuring scales for satisfaction levels in work for persons with physical disability

The mean DASH score was 12, the mean SF-36 PCS was 48, the mean SF-36 MCS was 49, and the mean pain rating was 2.1 among the 51 patients who had received a

complete follow-up. In a multivariate study, worker's compensation and pain together explained 52% of the variability in DASH scores (pain alone accounting for 49%); in SF-36 PCS scores, pain explained 14% of the variability, and in SF-36 MCS scores, worker's compensation explained 11% of the variation.

The models were unable to explain most of the variation in the SF-36 PCS and MCS scores; nevertheless, pain and worker's compensation were more significant than job satisfaction or burnout. Significant correlations were found between the DASH and worker's compensation and pain (Kadzielski et al., 2012)

Another study examines how taking additional training affects the job satisfaction levels reported by German workers, both disabled and not. We are able to determine the factors that influence work satisfaction in both those without disabilities and those with impairments by estimating a "Probit Adapted OLS (POLS)" model using longitudinal data from the German Socio-Economic Panel covering the years 1989–2008. The findings demonstrate that, while involvement in additional training raises job satisfaction ratings across the board, it does so at a considerably lower rate for employees with impairments. Furthermore, no discernible variations in work satisfaction were discovered based on the quantity of courses taken by students with disabilities.

If the training lasted longer than a month, there were noticeable disparities between the participants who did not have difficulties and the ones who did. These results highlight the necessity for creatively designed and implemented training programs for individuals with impairments in the German workforce, since this will help them feel more satisfied in their jobs. This study examined how involvement in additional training affected the work satisfaction levels reported by people with and without impairments in the German context. Two hypotheses are of interest to us to test: (a) participation in

additional training raises job satisfaction scores, particularly for the disabled population; and (b) the degree of this participation positively affects job satisfaction, which is higher for employees with disabilities. This latter data suggests that participating in further training among the impaired population has a lower job satisfaction reward, which somewhat refutes our first premise. Regarding the degree of participation (second hypothesis), we find that there is no relationship between the number and length of courses and work satisfaction, except for the category "three or more courses" coefficient. Furthermore, all of the variations noted according to disability status are null, except for the interaction term's coefficient (Pagán-Rodríguez, 2014).

An investigation is conducted into the degree of job satisfaction among disabled individuals who receive employment through an industry project. According to the survey, these individuals' total job satisfaction is marginally greater than the average for all occupations as indicated by the Minnesota Satisfaction Questionnaire. However, the areas where respondents stated they were least satisfied were with the amount of income, the opportunities for growth, and the way business regulations were implemented. The study reports the means and standard deviations obtained for the sample from the 20 items of the MSQ. The item means varied between 2.96 and 4.46. According to the participants, the things that made them happy the most were having a full schedule, having the opportunity to work alone, trying new things, helping others, and using their skills. The areas where respondents expressed the least degree of job satisfaction were with their salary and workload, opportunities for career growth, the way the organization implements its policies, and their ability to advise others. There were three of these less satisfied groups that have to do with career progression. The sample's intrinsic contentment was found to have a mean of 48.88, while the

standardized group's intrinsic satisfaction was reported by the MSQ manual to be 47.14. Participants' extrinsic satisfaction was found to have a mean of 20.17; for the standardized MSQ group, it was 19.98. Comparing the overall general satisfaction score to the standardized group provided in the MSQ manual, it was determined to be 77.03 as opposed to 74.85 (Houser, R., & Chacé, 2016).

CHAPTER III: METHODOLOGY

3.1 Study question, aim and objective.

3.1.1 Overarching Research Question

What is the level of satisfaction of a person with physical disability at their workplace?

3.1.2 Aim

The study aimed to measure the level of job satisfaction among person with physical disability.

3.1.3 Objectives

- To assess the socio-demographic information of persons with physical disability.
- To identify the level of job satisfaction of the participants.
- To identify the relation between personal and professional characteristics of employees.
- To identify the intercorrelation between subscale (pay, promotion, supervision, fringe benefit, contingent rewards, operating conditions, coworkers, nature of work, communication).

3.2 Study Design

3.2.1 Method

A cross sectional study had been conducted and the survey method was followed to achieve the researcher's goal.

3.2.2 Approach

Student researcher followed Quantitative Research Design to conduct this study. This study had given a snapshot of the level of job satisfaction among the persons with

physical disability.

3.3 Study Setting and Period

3.3.1 Study Setting

This study was conducted at various workstation where people with physical disability were working. A Job satisfaction survey (JSS) scale was used to collect data from the participants. Information was collected verbally in one-to-one settings/way. Student researcher went to those workplaces to collect data.

3.3.2 Study Period

The study period started in October 2023 and ends in February 2024.

3.4 Study Participants

3.4.1 Study Population

Persons with physical disability who are at paid employment.

3.4.2 Sampling Techniques

The student researcher selected participants according to convenient sampling as it was a non-probability sampling method where participants were selected because of their availability and ease of access for the researcher. Researchers find participants in the most accessible places, and they impose inclusion requirements.

3.4.3 Inclusion Criteria

- Both male and female persons with physical disabilities were invited.
- The inclusion criteria for the participants were adult (age range 18 years and above) workers.
- Working experience/ Working age at least 1 year.
- Participants must be in paid employment and need to have supervisors & co-workers.

3.4.4 Exclusion Criteria

- Visual, hearing, and cognitive impairment workers had been excluded.
- PWD who were in vocational training.

3.4.5 Sample Size

The sample size must be sufficiently large to ensure that it reflects the large group or population from which it is resulting (Hicks, 2000). In a cross-sectional research with a finite sample frame, the equation for the finite population correction is $n = \frac{Z^2 \times PQ}{R^2} = \frac{(1.96)^2 \times 0.1 \times 0.9}{(0.05)^2} = 139$ by using the standard formula of sample size calculation. Where, confidence level is 95%.

P= prevalence that is 10%= 0.1 (NSPD,2021)

Z= constant number and that is 1.96

Q= (1-P) and that is 0.7279

R= sampling errors and that is 5%= 0.05

So, the **sample size is 152** (with 10% addition).

As researcher enriched data more, a total of 316 participants information has been considered.

3.5 Ethical Consideration

3.5.1 Ethical Clearance

The ethics clearance has been sought from the institutional ethical review board of BHPI through dept of occupational therapy with IRB no CRP-BHPI/IRB/10/2023/764.

The student researcher did not force any person to participate in the study against their interest. Student researcher explain the purpose and the procedure of the study and invited the participants. The personal information of the participants (Name, Age,

Profession) has not been exposed in the study and confidentiality has been maintained. Biasness was avoided throughout the study process.

3.5.2 Informed consent

Consent was taken verbally and written through consent form and information sheet. Withdrawal form also provided to the participants so that they can use it if they want to withdraw their data within a certain time.

3.5.3 Unequal relationship

There is no unequal and power relationship between the participants and student researcher.

3.5.4 Risk and beneficence

There is no risk for the participants as there is no sensitive question in the questionnaire and as a student researcher, I was not provided with any financial beneficence to the participants.

3.6 Data Collection Process

3.6.1 Participant Recruitment Process

After sought out the ethical consideration, Student researcher went to various workplace where disable persons are available to work with the permission of the organizational authority. At first researcher collected the information about workers with physical disability and their list of working areas along with their contact information with the help of administration of Centre for the Rehabilitation of the Paralysed (CRP). After getting permission about the population, invited the participants to participate in the study. Provided the information sheet, consent form and withdrawal form to the interested population.

3.6.2 Data Collection Method

At first Student researcher introduced himself with the participants before data

collection. The researcher also verbally presented the details of the study, for example- aim, objectives, and purpose of the study, then the student researcher allowed the participant to ask study-related questions if they had any. When the participant agreed with the researcher and they felt comfortable with the place, then the student researcher started taking data from the participants. All the data was collected through a survey method.

3.6.3 Data Collection Instrument

-Socio-demographic information sheet (age, gender, marital status, educational qualification, types of disability, occupation, working position, working experience, salary)

-Job Satisfaction Survey Scale

The Job Satisfaction Survey Scale was used by a student researcher. The study instrument consists of 36 items and nine dimensions of job satisfaction: pay, fringe benefits, promotion, co-workers, contingent rewards, nature of work, supervision, operating procedures, and communication. The items are written in both directions, so about half of them must be reverse scored. Scores on each of nine facet subscales, based on 4 items each, can range from 4 to 24; while scores for total job satisfaction, based on the sum of all 36 items. The measurement scale was a six-point Likert, where 1=strongly disagree, 2=moderately disagree, 3=slightly disagree, 4=slightly agree, 5=moderately agree and 6=strongly agree – the higher the score, the greater the job satisfaction. For the 4-item subscales, as well as the 36-item total score, this means that scores with a mean item response (after reverse scoring the negatively worded items) of 4 or more represents satisfaction, whereas mean responses of 3 or less represents dissatisfaction. Mean scores between 3 and 4 are ambivalence.

3.6.4 Field Note

Field note refers to notes created by the researcher during the act of conducting a field study to remember and record the behaviors, activities, events, and other features of an observation. Researcher at first used a self-developed questionnaire to investigate and measure the level of job satisfaction among persons with physical disabilities. But it was not satisfying enough to gather data properly. Thus, researcher searched more and used Job Satisfaction Survey (JSS) to collect data.

3.7 Data Management and Analysis

Descriptive statistics were used to report the job satisfaction of respondents. The 36 items of job satisfaction and other variables on ratio scales were expressed as means (M) and standard deviations (SD) and qualitative data as absolute and relative frequencies. Percentages of agreement/disagreement with different aspects of job satisfaction were also calculated. The Kolmogorov-Smirnov and Shapiro-Wilk tests were used for normality assessment. The Kruskal-Wallis test & Mann-Whitney U test was used for comparisons according to gender, education, age, and job-related variables. Spearman Rank Differences correlation analysis was developed to explore intercorrelations among subscales. All statistical analyses were performed using the Statistical Package for Social Sciences, Version 20.0 for Windows.

3.8 Quality Control and Quality Assurance

The total data collection procedure had been accurately done with the concern of the respective supervisor and ensured that, method of the study was fit for the purpose of the study. Before data collection, researcher used a self-developed questionnaire for field test and found some mistakes and so on used JSS to identify the actual information.

CHAPTER IV: RESULTS

Socio-demographic characteristics of the participants.

A total of n=184 respondents (PWD) took part in this study who were working at different institution (private, govt, NGOs, community, garments, and factories). Table 4.1 represented the characteristic of the respondents. Participants' mean age was 30.7 years where minimum age was 19 years and maximum age was 55. The majority of the people are between 29 and 38 years old 58.2% (n=107). The next largest age group is 19-28 years 37% (n=68). Only a small percentage of people were between 49-58 years 1.1% (n=2), and 39-48 years 3.8% (n=7).

Table 4.1 Socio-demographic characteristics of participants

Variables	Frequency (n)	Percent (%)
Age group		
19-28 years	68	37.0
29-38 years	107	58.2
39-48 years	7	3.8
49-58 years	2	1.1
Gender		
Male	99	53.8
Female	85	46.2
Marital Status		
Married	140	76.1
Unmarried	44	23.9
Educational Qualifications		
Illiterate	5	2.7
Primary	58	31.5
Secondary	56	30.4
Higher Secondary	10	5.4
Graduate	18	9.8
Postgraduate	37	20.1
Working experience		
1-5 years	88	47.8
6-10 years	73	39.7

11-15 years	18	9.8
16-20 years	5	2.7
Salary range (taka)		
10000-19999	135	73.4
20000-29999	15	8.2
30000-39999	19	10.3
40000-49999	6	3.3
50000-59999	2	0.8
Above 59999	5	2.7

The table showed that, there were slightly more men (53.8%) than women (46.2%) which accounts for male 99 and female 85 participants with physical disabilities who were in employment in different areas. The sample is nearly equally divided between males and females.

The majority of individuals, 76.1%(n=140), were married, while 23.9%(n=44) were unmarried. This might be indicating a higher prevalence of marriage among individuals with physical disabilities in this specific sample.

The study showed that, In two group, primary education 31.5% (n=58) and secondary education 30.4% (n=56) accounts for most. However, a significant number of people only have a or are illiterate (2.7%). On the other hand, 20.1% have a postgraduate degree and 9.8% are graduates (Table 4.1).

In the case of working experience, most individuals 47.8% (n=88) had been working for 1-5 years and 39.7% (n=73) for 6-10 years. This could be related to the age distribution, where younger individuals are more likely to be in their early working years. 9.8% of people were working for 11 to 15 years and only 2.7% of people were serving at the same working place for more than 15 years.

The majority 73.4% (n=135) earn between 10,000 and 19,999 taka which indicates a low-income bracket. The second lowest salary was between 20000 to 29999 which

accounts for 8.2% (n=15) of participants. The percentage is 10.3%, 3.3% and .8% in the increase difference of 10 thousand. Only 2.7% of participants were in employment who get more than 60000-taka salary. This salary percentages concerns about potential economic challenges faced by individuals with physical disabilities.

Table 4.2 Disability characteristics of participants.

Variables	Frequency(n)	Percent (%)
Types of disability		
Amputee	24	13.0
Burn Injury	2	1.1
Club Foot	13	7.1
CP	12	6.5
Dwarfism	2	1.1
GBS	4	2.2
Head Injury	5	2.7
Hip dislocate	3	1.6
Polio	46	25.0
SCI	50	27.2
Scoliosis	2	1.1
Short limb	19	10.3
Stroke	1	0.5
TM	1	0.5

In the study the most common types of disability were SCI 27.29% (n=50) and Polio 25%(n=46), followed by amputee 13%, Short Limb 10.3%(n=19). Less frequent varieties include TM who works in an employment setting, burn injuries, dwarfism, GBS, hip dislocation, and stroke. (Table 4.2) The study finds there were many PWD workers with different conditions but working together in the same organization.

Table 4.3 job Satisfaction levels of each dimension

Dimension	Mean Score	Std. Deviation
Pay	3.43	0.936
Promotion	3.36	0.901
Supervision	5.26	0.719
Fringe benefit	3.53	1.048
Contingent rewards	3.98	0.923
Operating conditions	3.36	0.618
Coworkers	4.90	0.744
Nature of work	4.95	0.774
Communication	5.43	0.473
Overall, Job Satisfaction	4.24	0.792

The job satisfaction survey has a total of 36 item. Items are divided into nine dimension as well as sub-scale and each of nine facet subscales, based on 4 items each. For the 4-item subscales, as well as the 36-item total score, this means that scores with a mean item response of 4 or more represents satisfaction, whereas mean responses of 3 or less represents dissatisfaction. Mean scores between 3 and 4 are ambivalence. A score of 6 representing strongest agreement and a score of 1 representing strongest disagreement.

Job Satisfaction Survey Analysis

The mean scores and standard deviations for the sub-scales of the job satisfaction survey provide insights into the participants' perceptions.

Table 4.3 showed that pay is one of the most important aspect of job satisfaction. In this case, the mean score is 3.43 which indicates on average, participants express an ambivalent level of agreement regarding job satisfaction with their pay and the standard

deviation indicates some variability in responses, suggesting that opinions about pay vary among participants. Following pay; Promotion, Fringe Benefits and Operating conditions satisfaction level almost similar as the mean is Score 3.36, 3.53 and 3.36 which indicates they are neither satisfied nor dissatisfied. They put an ambivalent opinion for four dimension of job satisfaction. Although standard deviation suggests some variation in participants' perceptions, reflecting differing opinions on promotion satisfaction. The participants on average indicate an ambivalent level of agreement regarding job satisfaction with promotion opportunities, fringe benefits and operating conditions (table 4.3).

There was a difference with the supervision as the put opinion they are moderately satisfied with their Supervision. 5.26 score out of 6 that indicates strong agreement among participants regarding job satisfaction with supervision. Not only that, but the low standard deviation also suggests a relatively consistent and positive perception of supervision among the participants. Almost all the participants put a strong satisfaction level for supervision.

Contingent Rewards score 3.98 and the mean score indicates a minimum to moderate agreement on job satisfaction. Persons with physical disability are slightly satisfied with the rewards they have been provided with associated with their work but there is some variability in the participants'. Persons with physical disability who are in paid employment are happy enough with their coworkers and their work environment as well as nature of work. They scored 4.90 and 4.95 which is almost near about 5. This score indicates strong agreement among participants regarding job satisfaction with coworkers and their nature of work. The moderate standard deviation suggests some variability in perceptions, reflecting differing opinions about satisfaction with coworkers and nature of work. All above the participants put the highest score in

Communication which accounts for 5.43 out of 6 and the Std. Deviation is 0.473. The very high mean score highly reflects satisfaction and strong agreement among participants regarding job satisfaction with communication and there is a very consistent and positive perception of communication among the participants. Overall, the dimensions with high mean scores (4 or more than 4), in (Supervision, Coworkers, Nature of Work, Communication) generally reflect strong satisfaction among participants. Those with moderate (between 3 and 4) mean scores (Pay, Promotion, Fringe Benefits, Contingent Rewards, Operating Conditions) suggest varying levels of satisfaction. The standard deviations provide insights into the degree of consensus or variation in participants' opinions for each dimension. Interestingly there is no dimension scored for less than 3 or dissatisfied. Participants are neither satisfied nor dissatisfied.

The overall satisfaction level was between mild to moderately agree (as mean score 4.24). This overall score from the different dimensions of job satisfaction. It is important to note that these are just mean scores, and there may be a lot of variation in individual responses. Additionally, the meaning of a particular score may vary depending on the context of the survey.

Table 4.4 Overall satisfaction of respondents respected to gender.

	Frequency(n)	Percent (%)	Male	Female
109-144 ambivalent	87	47.3	48	39
145-216 satisfaction	97	52.7	51	46
Total	184	100.0	99	85

Table 4.4 findings showed that, a number of 47.3%(n=87) of respondents are neither satisfied nor dissatisfied with their job they are ambivalent. The opinion was from n=48

males and n=39 female where n=51 male and n=46 female, a total number of 52.7%(n=97) participants are satisfied with their job.

Mean difference between socio-economic and job-related dimensions.

Table 4.5 provides the means and standard deviations for each demographic category within these job satisfaction factors, along with the overall means and standard deviations, and the associated p-values.

This table shows that there is no significant difference in dimensions of pay of respondents with respect to age ($p=0.266$), gender ($p=0.724$), marital status ($p=.127$), level of education ($p=.080$), Working experience ($p=.403$) and salary ($p=0.112$) at 0.05 level of significance which is more than 0.05. Similarly, there is a significant difference in promotion of respondents with respect to age, gender, educational qualification, salary, and Working experience (since value is $p<0.05$), but no significant difference with respect to married and unmarried ($p=0.879$). Following promotion there is a significant difference in all variables of sociodemographic expect only one responds marital status ($p=.415$). In the case of fringe benefit only two respondents have no significant differences: gender ($p=.864$) and Working experience ($p=.791$) and all other respondents below 0.05 level of significance. Gender ($p=.157$) and marital status ($p=.612$) shows no differences, but other respondents showed significant differences

Table 4.5 Mean scores and Standard Deviations (SD) by demographic and job-related variables for Job Satisfaction

Demographic variables			Pay		Promotion		Supervision		Fringe Benefits		Contingent Rewards	
Gender	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Male	99	53.8	3.5227	1.00705	3.4899	.87184	5.3207	.83608	3.6641	1.02467	3.9975	.89748
Female	85	46.2	3.3265	.84165	3.2206	.91970	5.2029	.55299	3.3794	1.04981	3.9735	.95745
Overall	184	100.0	3.4321	.93695	3.3655	.90191	5.2663	.71984	3.5326	1.04327	3.9864	.92319
P-value			0.594		0.041		0.003		0.319		0.955	
Age	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
19-28 years	68	37.0	3.3235	.68029	3.1103	.76342	5.2096	.57402	3.3713	.80285	3.8493	.87154
29-38 years	107	58.2	3.4556	1.05554	3.4626	.91618	5.3131	.80028	3.5841	1.12536	3.9883	.90425
39-48 years	7	3.8	4.1786	1.04796	4.3929	1.15341	5.3571	.57477	4.5357	1.38013	5.2500	.96825
49-58 years	2	1.1	3.2500	.35355	3.2500	.00000	4.3750	.88388	2.7500	.00000	4.1250	.53033
Total	184	100	3.4321	.93695	3.3655	.90191	5.2663	.71984	3.5326	1.04327	3.9864	.92319
P-value			0.266		0.011		0.070		0.067		0.006	
Marital Status	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Married	140	76.1	3.4875	.98839	3.3768	.96545	5.3250	.56318	3.5911	1.06287	4.0036	.97909
Unmarried	44	23.9	3.2557	.73233	3.3295	.66859	5.0795	1.06445	3.3466	.96632	3.9318	.72409
Total	184	100	3.4321	.93695	3.3655	.90191	5.2663	.71984	3.5326	1.04327	3.9864	.92319
P-value			0.127		0.879		0.427		0.182		0.993	

Table 4.5 Mean scores and Standard Deviations (SD) by demographic and job-related variables for Job Satisfaction.

Demographic variables			Operating conditions		Coworkers		Nature of work		Communication	
Gender	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Male	99	53.8	3.3157	.61919	5.0000	.69160	4.9823	.70733	5.4983	.40388
Female	85	46.2	3.4147	.61667	4.7971	.79103	4.9206	.84885	5.3647	.53668
Overall	184	100.0	3.3614	.61833	4.9063	.74409	4.9538	.77436	5.4366	.47331
P-value				.724		.040		.830		.169
Age	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD
19-28 years	68	37.0	3.3235	.57798	4.9375	.68890	4.8346	.80531	5.4154	.46443
29-38 years	107	58.2	3.3949	.65520	4.8972	.79574	4.9720	.73678	5.4354	.47311
39-48 years	7	3.8	3.2143	.39340	4.8929	.53730	5.7500	.66144	5.7857	.26726
49-58 years	2	1.1	3.3750	.88388	4.3750	.17678	5.2500	.70711	5.0000	1.06066
Total	184	100	3.3614	.61833	4.9063	.74409	4.9538	.77436	5.4366	.47331
P-value				.579		.479		.015		.161
Marital Status	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Married	140	76.1	3.3607	.58478	4.8839	.79477	4.9857	.78416	5.4613	.47860
Unmarried	44	23.9	3.3636	.72227	4.9773	.55463	4.8523	.74185	5.3580	.45238
Total	184	100	3.3614	.61833	4.9063	.74409	4.9538	.77436	5.4366	.47331
P-value				.619		.759		.231		.151

Table 4.5 Mean scores and Standard Deviations (SD) by demographic and job-related variables for Job Satisfaction.

Demographic variables		Pay		Promotion		Supervision		Fringe Benefits		Contingent Reward		
Educational Qualification	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Illiterate	5	2.7	2.9000	.89443	2.7000	.32596	4.6500	.78262	1.9000	.57554	3.9500	.67082
Primary	58	31.5	3.4310	.81890	3.3664	.86376	5.2543	.54510	3.5388	.95720	4.1164	.96679
Secondary	56	30.4	3.3973	.84042	3.2857	.74989	5.1429	1.02454	3.5000	.94868	3.8438	.81403
Higher Secondary	10	5.4	2.6500	.85959	2.3750	.87599	5.2750	.49230	2.5500	.52440	3.1500	.96609
Graduate	18	9.8	3.8889	1.12205	3.8889	1.12532	5.4306	.45216	4.3750	1.12214	4.1528	1.00051
Postgraduate	37	20.1	3.5473	1.06039	3.5878	.87245	5.4730	.44793	3.6486	.99906	4.1486	.88870
Total	184	100.0	3.4321	.93695	3.3655	.90191	5.2663	.71984	3.5326	1.04327	3.9864	.92319
P-value			.080		.002		.096		.000		.056	
Salary (taka)	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
10000-19999	135	73.4	3.2833	.85508	3.1759	.80465	5.1741	.78659	3.3519	.94252	3.8296	.86206
20000-29999	15	8.2	3.7000	1.16955	3.9000	1.03424	5.6167	.36433	3.7500	1.25000	4.2167	.86534
30000-39999	19	10.3	3.8026	.85220	3.7368	.74756	5.4868	.39505	4.0132	.93717	4.3158	.92362
40000-49999	6	3.3	3.9167	1.31972	4.0833	1.38444	5.7500	.22361	4.3333	1.49722	4.4167	1.06849
50000-59999	2	.8	5.7500	.95642	4.7500	.54854	5.0000	.12648	4.7500	.71534	6.0000	.94851
Above 59999	5	2.7	3.5500	1.09545	3.3500	.82158	5.6500	.13693	3.5500	1.09545	4.1500	.54772
Total	184	100	3.4144	.93444	3.3384	.88415	5.2749	.72270	3.5000	1.02028	3.9530	.89319
P-value			.112		.008		.011		.123		.044	

Table 4.5 Mean scores and Standard Deviations (SD) by demographic and job-related variables for Job Satisfaction.

Demographic variables			Operating conditions		Coworkers		Nature of work		Communication	
Educational Qualification	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD
	Illiterate	5	2.7	4.1000	.22361	4.0500	.11180	5.4000	.22361	5.1000
Primary	58	31.5	3.6422	.50025	4.8966	.82589	4.9526	.85770	5.4009	.55792
Secondary	56	30.4	3.5045	.45848	4.9866	.58856	4.8527	.76095	5.4836	.43503
Higher Secondary	10	5.4	3.1000	.29345	4.1750	.99338	4.7750	.87758	5.5500	.46845
Graduate	18	9.8	2.7083	.49445	5.2917	.67109	5.3750	.61387	5.5556	.48926
Postgraduate	37	20.1	2.9932	.69093	4.9257	.63973	4.8919	.69107	5.3784	.35659
Total	184	100.0	3.3614	.61833	4.9063	.74409	4.9538	.77436	5.4366	.47331
P-value			.000		.002		.090		.132	
Salary (taka)	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD
10000-19999	135	73.4	3.5148	.53755	4.8333	.78821	4.8907	.78024	5.4191	.48994
20000-29999	15	8.2	3.1333	.65374	4.8833	.64688	5.0333	.75514	5.4667	.51640
30000-39999	19	10.3	2.7632	.63176	5.3158	.47757	5.2105	.71328	5.4868	.43679
40000-49999	6	3.3	2.7500	.59161	5.2917	.51031	5.0000	.80623	5.5000	.38730
50000-59999	2	.8	2.5000	.76151	6.0000	.13052	6.0000	.6211	6.0000	.19841
Above 59999	5	2.7	3.0000	.68465	4.9500	.27386	4.5500	.41079	5.2500	.00000
Total	184	100	3.3591	.62320	4.9130	.74839	4.9365	.76882	5.4314	.47549
P-value			.000		.032		.231		.519	

Table 4.5 Mean scores and Standard Deviations (SD) by demographic and job-related variables for Job Satisfaction

Demographic variables		Pay		Promotion		Supervision		Fringe Benefits		Contingent Reward		
Working experience	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
1-5 years	88	47.8	3.3494	.80457	3.2244	.82876	5.1818	.83281	3.4176	.94893	3.7585	.79731
6-10 years	73	39.7	3.4110	.93854	3.4486	.79600	5.3973	.53333	3.5514	1.04247	4.1370	.93452
11-15 years	18	9.8	3.7917	1.41746	3.4583	1.39392	5.4028	.61321	3.7778	1.27155	4.1806	1.04602
16-20 years	5	2.7	3.9000	.82158	4.3000	.95851	4.3500	.54772	4.4000	1.50624	5.1000	1.23238
Total years	184	100	3.4321	.93695	3.3655	.90191	5.2663	.71984	3.5326	1.04327	3.9864	.92319
P-value			.403		.070		.005		.429		.014	
		Operating conditions		Coworkers		Nature of work		Communication				
	n	%	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
1-5 years	88	47.8	3.2216	.66245	4.9886	.68534	4.7898	.73684	5.4157	.40005		
6-10 years	73	39.7	3.5514	.52533	4.9384	.68438	5.1301	.71091	5.4589	.48950		
11-15 years	18	9.8	3.3194	.62899	4.4861	1.13912	4.8889	1.02979	5.5278	.61769		
16-20 years	5	2.7	3.2000	.41079	4.5000	.00000	5.5000	.68465	5.1500	.82158		
Total years	184	100	3.3614	.61833	4.9063	.74409	4.9538	.77436	5.4366	.47331		
P-value			.001		.067		.010		.290			

*Mann-Whitney U test = gender, Marital status, *Kruskal Wallis test= Other variables.

in dimensions of contingent rewards (since value is $0.05 < p$). Again, there is significant difference in dimensions of operating conditions, coworkers, and nature of work to the respondents with respect to educational qualification and Working experience, (p value is less than 0.000) at 0.05 level of significance. Gender ($p=0.576$) and age ($p=.697$) respondents showed no significant difference in dimensions of operating. Additionally, there is no significant difference in dimensions of coworkers of respondents with respect to age($p=.058$) and marital status($p=.470$). Nature of work has only two respondents who have no significant difference in respect to gender($p=.466$) and marital status($p=.802$). Lastly, no significant difference noticed in dimensions of communication of respondents with respect to gender($p=.227$) and Working experience($p=.110$). other respondents respected to age, marital status, educational qualifications, and salary have a significant difference ($p < 0.05$).

Table 4.6 Correlation among Job Satisfaction Survey dimensions.

Dimensions	Pay	Promotion	Supervision	Fringe benefits	Contingent rewards	Operating procedures	Co-workers	Nature of work	Communication
Pay	1.000	.689**	.110	.772**	.796**	-.283**	.552**	.510**	.387**
Promotion	.689**	1.000	.145*	.806**	.738**	-.234**	.588**	.582**	.382**
Supervision	.110	.145*	1.000	.170*	.138	.016	.406**	.140	.206**
Fringe benefits	.772**	.806**	.170*	1.000	.696**	-.333**	.547**	.576**	.404**
Contingent rewards	.796**	.738**	.138	.696**	1.000	-.153*	.467**	.585**	.383**
Operating procedures	-.283**	-.234**	.016	-.333**	-.153*	1.000	-.239**	-.184*	-.030
Co-workers	.552**	.588**	.406**	.547**	.467**	-.239**	1.000	.553**	.465**
Nature of work	.510**	.582**	.140	.576**	.585**	-.184*	.553**	1.000	.649**
Communication	.387**	.382**	.206**	.404**	.383**	-.030	.465**	.649**	1.000

** . Correlation is significant at the 0.01 level (2-tailed).

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

Table 4.6 shows the strength and direction of the correlation between different dimensions of job satisfaction. We calculated the correlations between the dimensions using the pair wise Spearman's correlation co-efficient. There are eight intercorrelation among subscales (pay-operating conditions, operating conditions- Contingent rewards, operating conditions- Fringe benefits, promotion- operating conditions, coworkers-operating conditions, nature of work-operating conditions, coworkers- operating conditions and operating conditions-communication) founded. Values usually range from -1 to 1. A positive value indicates a positive correlation (both variables increase or decrease together). A negative value indicates a negative correlation (one variable increases while the other decreases). A value of 1 or -1 indicates a perfect correlation. Cohen (1988) proposed the following interpretation for correlations: if the r-value equals 0.10 to 0.29 (positive) or -0.29 to -0.10 (negative), there is a weak correlation between the two independent variables. If the r-value is 0.30 to 0.49 (positive) or -0.49 to -0.30 (negative), there is a moderate correlation. If the R-value equals 0.50 to 1.00 (positive) or -1.00 to -0.50 (negative). Correlations were strong in fifteen cases, while there were also eleven moderate and ten weak intercorrelations (Table 4.6).

Based on Table 4.6, correlation findings presented in the table, it is evident that there are several statistically significant correlations among the dimensions of job satisfaction (JSS) for persons with physical disabilities. The table presents correlation coefficients ranging from -0.333 to 0.806, with the majority of the correlations being significant at the 0.01 level, and a few at the 0.05 level.

The dimensions of job satisfaction that appear to be most strongly correlated are as follows:

- Pay and Fringe Benefits ($r = 0.772, p < 0.01$)
- Pay and Contingent Rewards ($r = 0.796, p < 0.01$)
- Promotion and Fringe Benefits ($r = 0.806, p < 0.01$)
- Promotion and Contingent Rewards ($r = 0.738, p < 0.01$)
- Fringe Benefits and Contingent Rewards ($r = 0.696, p < 0.01$)

These strong positive correlations suggest that individuals with physical disabilities who are satisfied with their pay are also likely to be satisfied with their fringe benefits and contingent rewards, and vice versa. Similarly, those who feel satisfied with their promotion opportunities tend to also feel satisfied with their fringe benefits and contingent rewards.

Additionally, there are moderate positive correlations between other dimensions of job satisfaction, such as:

- Supervision and Nature of Work ($r = 0.406, p < 0.01$)
- Nature of Work and Communication ($r = 0.649, p < 0.01$)
- Nature of Work and Co-workers ($r = 0.553, p < 0.01$)

These correlations indicate that individuals with physical disabilities who are satisfied with their supervision are also likely to be satisfied with the nature of their work and their communication with colleagues (Table 4.6).

It is noteworthy that there are some negative correlations present, such as between Pay and Operating Procedures ($r = -0.283, p < 0.01$), and between Operating Procedures and Communication ($r = -0.030, p < 0.05$). These negative correlations suggest that individuals who are satisfied with their pay may be less satisfied with the operating procedures in their workplace, and those who are satisfied with their operating procedures may have lower satisfaction with communication.

Overall, these findings suggest that job satisfaction among individuals with physical

disabilities is influenced by various factors, with pay, promotion, and fringe benefits being particularly important. Additionally, the nature of work, supervision, and communication also play significant roles in shaping job satisfaction for this population. These insights can be valuable for employers and policy makers aiming to improve job satisfaction of individuals with physical disabilities.

CHAPTER V: DISCUSSION

The study clearly reflects that, person with disability can access employment opportunity at various institution (private, govt, NGOs, garments, and factories) and works as like other workers who are working in the same institutions.

The age distribution of 184 participants was identified differently. This study examined that the participants minimum age was 19 and maximum age was 55 years. Out of 184 participants, 37% were within the 19-28 years age range, 58.2% participants were within 29-38 years. In the 39 years and above years of age range was about 3.8% of participants. Therefore, it indicates most of the participants were between 29 to 38 years and the minimum participants represent the 49-58 (1.1%) years age range. Other analysis from US Disability Status Report 2017, showed that the working age for persons with disability were found ranging from 21 to 64 years for both male and female persons with disability or without any kind of disability from dissimilar type of workplace and industries (Erickson, 2019). Malo (2003) showed that with a national survey on disability for Spain that, 61% of people with disabilities of working age in Spain were among 50 and 64. Tareque et al., (2014) showed in their study that, the mean age is 29.50 years for males and 29.35 years for females and over half the defendants are female.

In this study there are slightly more men (53.8%) than women (46.2%) which accounts for male 99 and female 85 among 184 participants with physical disabilities who are in employment. The sample is nearly equally divided between males and females.

The majority of participants, 76.1%, are married, while 23.9% are unmarried. This might indicate a higher prevalence of marriage among individuals with physical disabilities in this specific sample.

From this study we found that among the respondents about 2.7% have never attended any formal education. Most of the participants about 31.5% have completed primary school and 30.4% completed the secondary school certificate examination. Only 5.4% of participants have completed higher secondary school certificate where only 9.8% of participants have completed bachelor's degree, also 20.1% have completed their postgraduate degree. Another study stated that, one among the foremost important features of individuals with disability is their lower educational level for instance, only 14.4% of the disabled individuals have a university educational level, whereas for the non-disabled individuals this percentage grows to 32.5% (Pagan & Malo, 2009). Tareque et al., (2014) said that in terms of educational level, a higher percentage of males are literate than females. Another study examined in Iran find that, among the participants, 33.9% accomplished their basic educational level, 20.2% accomplished moderate educational level and 15% accomplished their education where most exaggerated group completed their basic educational level (Biglarian et al., 2012).

The majority number of participants are 47.8% who have been working for the same organization for 5 years. The next large group of respondents is 39.7% and they account for 6 to 10 years. Only 2.7% of respondents have been working for a very long time and that is 16 to 20 years, which is a huge number. 9.8% of participants work for 11 to 15 years, which is quite long enough.

Out of the 184 participant, most of the participants about 73.4% monthly income 10000-19999 tk. and 8.2% participants monthly income 20000- 29999 tk. and 10.3% participant's income more than 30000 and less than 39999tk. 3.3% of respondents get an amount between 40000 to 49999 tk and only a few number of participants 0.8% who get more than 50000 tk. and less than 59999 tk. 2.7% respondents who get a handsome amount from their employment ranged from 59999 tk. and above. and above. Jalil

(2012) stated that a study in Bangladesh concerning the people with disabilities and their accessibility in both the general public and personal services indication that, nearly 27% of the persons having disabilities had to alter their job on account of comparatively lower amount of salary. Another, studies on disability and wages partial disabled workers have lower levels of satisfaction with salary as associated to nondisabled ones (Malo & Pagan, 2011). This results showed concerns about potential economic challenges faced by individuals with physical disabilities. Maybe the reason behind it is that during this country, the persons having dissimilar forms of disability primarily lack the access to urge the academic chances and facilities, job related skills and related experiences which can be the experiences that's compulsory for getting complicated in a very decent employment. Jalil (2012) described it in his study that in Bangladesh the full number of involvement rate among persons with disabilities who are engaged is below 1%. It's visibly important to possess access to employment prospect for the person with disabilities since it can help them with economic benefit, enhance their skills and within the long term assimilate them into mainstream society. A study directed in Bangladesh concerning the people with disabilities and their convenience in both the general public and personal services showed that, nearly 27% of the persons having disabilities had to go away their job on account of relatively lower amount of salary, unwanted behavioral approach from the co-workers also because the employers, unfavorable environment within the workplace, harsh administrative procedures and unreachable physical environment, structures, and buildings. The persons with dissimilar sorts of disability must fight with the physical environment of their workplace who are employed in numerous industries in Bangladesh. Problem connected to accessibility of various substructures may be a significant barrier for the persons with disabilities to avail themselves of their rights and revel in different rights.

Therefore, auspicious work Setting is incredibly important for the persons with disabilities to urge entree and endure add the commercial working class (Jalil, 2012).

This study showed that among the samples most common types of disability are Spinal Cord Injury (27.2%) and Polio (25%), followed by Short Limb (10.3%). Less common types include Hip Dislocate, GBS, Stroke, and TM. Eide & Loeb (2006) stated that nearby 42% of these with disabilities have a self-Conveyed physical disability (major or minor disability, paralysis. It's exciting to notice that these figures are alike to those reported in Namibia, Zimbabwe, and Malawi. The main origins of disability were informed to be either the results of illness, birth-related or congenital, and accidental. Over 1/2 of the respondents described the onset of disability before the age of 5 years, representing a significant challenge to health services for mothers and kids within the country. Davala et al. (2015) found that among the types of disabilities on which data has been composed in the 2001 Census, mobility impairment 27.9%.

From the scores of Satisfaction with job and related dimension, it is found that participants put opinion on pay as a mean score of 3.43 out of 6 which indicates on average, participants express an ambivalent level of agreement regarding job satisfaction with their pay. Participants are neither satisfied nor dissatisfied. They are between adjustment about what they have been paid. Though there is some variability in responses, suggesting that opinions about pay vary among participants. Participants were asked whether they paid a fair amount for their work or not and about their raises. Following pay; Promotion, Fringe Benefits and Operating conditions satisfaction level almost similar as the mean is Score 3.36, 3.53 and 3.36 which indicates they are neither satisfied nor dissatisfied. Similarly, they have been asked about their possibility of promotion, work associated benefits, their work environments etc. They put an ambivalent opinion for four dimension of job satisfaction. But in the case of supervision

there is a huge difference with the other dimensions of job satisfaction. Participants have moderate satisfaction (mean score 5.26) agreement on supervision and almost all the participants put same satisfaction level for supervision. Almost all participants replied their supervisor is quite skilled and flexible about work and for his workers. Contingent Rewards score 3.98 and the mean score indicates a minimum to moderate agreement on job satisfaction with contingent rewards. Persons with physical disability are slightly satisfied with the rewards they have been provided with associated with their work but there is some variability in the participants'. Persons with physical disability who are in paid employment are happy enough with their coworkers and their work environment as well as nature of work. They scored 4.90 and 4.95 which is almost near about 5. This score indicates strong agreement among participants regarding job satisfaction with coworkers and their nature of work. Lastly Communication accounts for 5.43 out of 6, which is the highest mean score above all, and they expressed this dimension as they have strong agreement of satisfaction through communication. In each and every organization, the communication system is very good, and they feel free anytime to share and communicate with each and administrations for any need. Banks & Polack (2014) stated that in a survey, data from 120 Indian industries described that, two-thirds of the industries has graded show of workers with disabilities as entirely satisfactory and not a single industry has rated their enactment as 'dissatisfactory'.

Persons with disability are often deprived of their right. They often think they are a burden on society even if they are capable of doing anything. From our study we find that most of the participants response that they are neither satisfied nor dissatisfied. They make adjustment just to lead to at least their minimum livelihood. According to their ability they are righted to be satisfied more as non-disabled. But due to their disability they are ordinarily discounted within the labor created industries. Even Many

industries have engaged persons with disabilities, but not everyone appoint them proactively variety of employers gladly don't offer job to those people with disabilities because of their job allied performance issues. a number of these issues are linked to the work allied qualifications and job performance, together with the direct and Costs supplementary with recruiting the persons with disabilities, likewise because the reactions and criticisms of others (Kulkarni & Lengnick- Hall, 2011). The owners and therefore the employers are spotting that recruiting persons with disabilities make decent or respectable business sense further. Now the foremost unexplored area of latent talents are the individuals with disabilities (Wehman,2008). Bhuiyan (2012) in garment industries, NGOs, community, and other workplace where accessibility available, they worked from origin to even and most of the time stay promised in overtime duties to gross little more money for a better life because it's helped to vary their life experience better than before (Farhana, 2015). Baldin & Schumacher (2008) showed in their study there is previous empirical evidence that folks with disabilities have lower job security and better rates of job loss also the important role that stigma and discrimination appear to play to clarify these differences.

Attitudinal and organizational barriers are common causes behind the human process of classifying persons with disabilities as negligible and their exclusion from the workplace. General people usually show negative behavioral approach towards the persons with disabilities which ultimately decreases the worth of persons with disabilities within the societal level and for that reason, they're remaining deprived from the equal access of the present social opportunities (Naraine & Lindsay, 2011). Negative attitudes of individuals and society is one amongst the strong barriers that persons with disabilities face frequently and it's believed that they could not do employment or participate in any quite decent work. Women and girls with disabilities

are mainly disadvantaged by the negative attitudes associated with their gender and disability also (ILO, 2016) another study found that alteration of labor schedules, time distribution tasks, additionally modification of labor environments were successful accommodations for persons with disabilities (Kalargyrou,2012).

The employer's view, understanding, awareness and realization is incredibly important for someone to induce involved or employed in a company. There are some varieties of misconceptions among many people that folks having different disabilities aren't usually the maximum amount productive and contribute within the work because the non-disabled employees or the co-workers of same quite work. As a result, they're frequently being discriminated compared to the opposite workers plenty of employers consider that the individuals having disability completely losses the potential to figure and subsequently losses their work productivity which pushes them far away from the mainstream production related activities.

This study strongly describes (Kruskal wallis test) that there are quite variations in the opinion participants put on their job satisfaction. From the analysis of spearman correlation coefficient, it is found that, Strong positive correlations exist between: Pay and several other job satisfaction dimensions: Promotion, Fringe benefits, Contingent rewards, Nature of work, and Communication. This suggests that employees who are satisfied with their pay are also more likely to be satisfied with these other aspects of their job.

Promotion and other job satisfaction dimensions: Fringe benefits, Contingent rewards, Nature of work, and Communication. This suggests that employees who are satisfied with their promotion opportunities are also more likely to be satisfied with these other aspects of their job.

Fringe benefits and other job satisfaction dimensions: Contingent rewards, Nature of

work, and Communication. This suggests that employees who are satisfied with their fringe benefits are also more likely to be satisfied with these other aspects of their job.

Contingent rewards and Nature of work: This suggests that employees who are satisfied with their contingent rewards (e.g., bonuses, commissions) are also more likely to be satisfied with their job nature.

Nature of work and Communication: This suggests that employees who are satisfied with the nature of their work (e.g., the tasks they do, the variety of their work) are also more likely to be satisfied with the communication they receive from their employer.

Other positive correlations: There are also some positive correlations between other dimensions, such as between Co-workers and Communication. This suggests that employees who have good relationships with their co-workers are also more likely to be satisfied with the communication they receive from their employer.

Strong negative correlations exist between: Pay and Operating procedures: This suggests that employees who are satisfied with their pay are less likely to be satisfied with the operating procedures in their workplace. This could be because employees who are paid more may have more autonomy and control over their work, and thus may be less likely to feel constrained by operating procedures.

Promotion and Operating procedures: Similar to the correlation between pay and operating procedures, this suggests that employees who are satisfied with their promotion opportunities are less likely to be satisfied with the operating procedures in their workplace.

Fringe benefits and Operating procedures: Similar to the correlation between pay and operating procedures, this suggests that employees who are satisfied with their fringe benefits are less likely to be satisfied with the operating procedures in their workplace.

Operating procedures and Co-workers: This suggests that employees who are satisfied

with the operating procedures in their workplace are less likely to have good relationships with their co-workers. This could be because operating procedures can sometimes create a more formal and impersonal work environment, which can make it more difficult for employees to build relationships with their co-workers.

Other negative correlations: There are also some other negative correlations, such as between Nature of work and Operating procedures. This suggests that employees who are satisfied with the nature of their work are less likely to be satisfied with the operating procedures in their workplace.

CHAPTER VI: CONCLUSION

6.1 Strength and Limitations

6.1.1 Strength of this study

- ✓ The target participants were 151 and we were able to collect 184, which is a strong strength of this study.
- ✓ Data cycle management had been followed in this study.
- ✓ The data collection from participants and data entry process was non-biased.
- ✓ All the data was used as it is. No modification or explanation was made.

6.1.2 Limitation of this study

This study was about job satisfaction among persons with physical disability. There were some limitations that the student researcher had faced. About these limitations researcher considering prepared this thesis paper. The limitations were: It was too difficult to collect data face-to-face. As all the participants was worker, getting them and splint time for interview was too difficult. Researcher also faced difficulties in getting permission from different organization. Moreover, owners and managers of many industry were not willing to permit collecting data from their staff.

6.2 Practice Implication

6.2.1 Recommendation for future practice:

This study will help to know about the barriers faced at workplace and associated resource they need for the policymakers and to hire stakeholders or employers as a person with physical disability and also help stakeholders, employers, and policymakers alter the obstacles and fix the methods for reducing the disparity. Recommendations for interventions such as etiquette and disability-related awareness

training, leadership skills development, reasonable accommodations, accessible interventions, and comprehensive inclusion. Depending on the demands of the sector, adequate inclusive skill training geared towards workers with disabilities may be provided.

6.2.2 Recommendation for future research:

Future similar research will need to be conducted in the area with large number of sample size and can select their sample randomly and it may also be studied with the persons with disability who are under any vocational training. For more dependable, robust, and scientifically valid results, more study in a wider scope should be conducted, with nearly all areas of Bangladesh being taken into consideration. Through this study further researcher will be inspired to work over the job satisfaction of persons with physical disabilities who are under the beneficence of quota system.

6.3 Conclusion

The study's findings showed that job satisfaction among employees in general is on the decline. In organizations, job dissatisfaction was strongly associated with staff's intention to quit, inadequate economic growth due to poor productivity outcomes. When they were satisfied in their jobs, they exhibited delightful positive attitudes. As finances were getting lower, it may be harder than ever to increase compensation and benefits. Given that a variety of elements influence job satisfaction to varying degrees, focus should be immediately directed towards positive aspects (communication, supervision, and favorable work conditions) that might increase employees' job satisfaction and commitment to the organization. Promoting, operational procedures, and contingent rewards are examples of negative elements that should be addressed in order to improve employee happiness and reduce absenteeism, tardiness, staff turnover,

and low productivity. Coming up with low-cost or no-cost solutions requires innovation. One of the simplest and most affordable ways to keep experienced, mature employees on board is to show them appreciation and acknowledgment. Factors like responsibility and growth opportunities have a big impact on satisfaction with work. Furthermore, work environments with health and safety protocols, supervisor-subordinate collaboration, and peer involvement in task description and decision-making have been shown to increase job satisfaction. When they do, organizational support and management encouragement were noteworthy elements. In conclusion, a variety of elements contribute to an employee's total job satisfaction. The results of this study unequivocally imply that putting career plans and perks into place, along with staff readjustments and improved working circumstances, may lead to increased job satisfaction.

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Appendix

Appendix A: Approval/Permission letters for conducting study.



বাংলাদেশ হেল্থ প্রফেশন্স ইনস্টিটিউট (বিএইচপিআই) Bangladesh Health Professions Institute (BHPI)

(The Academic Institute of CRP)

Ref: CRP- BHPJ/IRB/10/2023/761

Date: 18.10.2023

To
Mohammad Raihan Hossain
4th Year, B.Sc. in Occupational Therapy
Session: 2018-2019; Student ID: 122180323
Department of Occupational Therapy
BHPI, CRP, Savar, Dhaka-1343, Bangladesh

Subject: Approval of the thesis proposal "Measuring the Level of Job Satisfaction among Person with Physical Disability" by ethics committee.

Dear Mohammad Raihan Hossain,
Congratulations.

The Institutional Review Board (IRB) of BHPI has reviewed and discussed your application to conduct the above mentioned dissertation, with yourself, as the principal investigator and Md. Habibur Rahman as thesis supervisor. The Following documents have been reviewed and approved:

Sr. No.	Name of the Documents
1	Dissertation/thesis/research Proposal
2	Questionnaire (English & / or Bengali version)
3	Information sheet & consent form

The purpose of the study is to measure the level of job satisfaction among person with physical disability. The study involves use of Standardized scales (Job Satisfaction Survey-Paul.E Spector) to measure the level of job satisfaction that may take about 25 to 30 minutes to fill in the questionnaire for collection of specimen and there is no likelihood of any harm to the participants and no economical benefits for the participants. The members of the ethics committee have approved the study to be conducted in the presented form at the meeting held at 8.30 AM on 23rd September 2023 at BHPI 38th IRB Meeting.

The institutional Ethics committee expects to be informed about the progress of the study, any changes occurring in the course of the study, any revision in the protocol and patient information or informed consent and ask to be provided a copy of the final report. This Ethics committee is working accordance to Nuremberg Code 1947, World Medical Association Declaration of Helsinki, 1964 - 2013 and other applicable regulation.

Best regards,

Muhammad Millat Hossain
Associate Professor
Project & Course Coordinator
Dept. of Rehabilitation Science
BHPI, CRP, Savar, Dhaka-1343, Bangladesh

Member Secretary
Institutional Review Board (IRB)
BHPI, CRP, Savar, Dhaka-1343, Bangladesh.

Refer to Principal Sir to assist him

Saidur Rahman
04/12/23

To
Rehabilitation Manager
Rehabilitation Wing
Centre for the Rehabilitation of the Paralyzed (CRP)
CRP-Chapain, Savar, Dhaka-1343.

Subject: Application for seeking permission to collect data for a research project.

Dear Sir,

With due respect and humble submission to state that I am a 4th year student of B.Sc. in Occupational Therapy Department, Bangladesh Health Professions Institute (BHPI); the academic institute of Centre for the Rehabilitation of the Paralyzed (CRP). I am sincerely seeking permission to collect data for a research project. The title of my research is "Measuring the level of job satisfaction among persons with physical disability". The study is supervised by Md. Habibur Rahman, Lecturer, Occupational Therapy Department, Bangladesh Health Professions Institute (BHPI), CRP. To accomplish the objectives of this research, I intend to gather data through a quantitative approach, utilizing a scale formed through specific questionnaire and conducting face-to-face interviews with the persons who are working with physical disabilities. I assure you that all ethical standards will be followed, and confidentiality will be maintained and the name or details of your organization will not be disclosed. The aim of the study is to carry out a snapshot of job satisfaction and its level among persons with physical disabilities.

I, therefore, pray and hope that you would be kind enough to grant my application and give me permission to collect the data and will help me to complete a successful study.

Sincerely Yours,

Raihan

Md. Raihan Hossain
Session: 2018-2019
4th year student, B.Sc. in Occupational Therapy,
Bangladesh Health Professions Institute (BHPI)
CRP, Chapain, Savar, Dhaka-1343.

Dear Sir,
Please assist
him by sharing staff
information.
Saidur Rahman
04/12/23

Recommendation from the concerned authority:

S. M. Moniruzzaman

Associate Professor & Head of the department
Department of Occupational Therapy
Bangladesh Health Professions Institute (BHPI)
CRP, Chapain, Savar, Dhaka-1343.

Refer to Nurun Nida to assist him.

Saidur Rahman
04/12/23



বাংলাদেশ হেল্থ প্রফেশন্স ইনষ্টিটিউট (বিএইচপিআই)
 BANGLADESH HEALTH PROFESSIONS INSTITUTE (BHPI)
 (The Academic Institute of CRP)

CRP-Chapain, Savar, Dhaka, Tel: 02224445464 , 02224441404, Website: www.bhpi.edu.bd

Date: 12.11.2023

To
 General Manager,
 Aman Graphics & Design LTD,
 Nazimnagar, Paragram, Hemayetpur, Savar.

Subject: *Regarding Data collection for dissertation.*


Greetings from Bangladesh Health Professions Institute (BHPI). I would like to inform you that, BHPI, the Academic Institute of CRP is running B.Sc in Occupational Therapy Course, under Faculty of Medicine, University of Dhaka.

According to the content of 4th year of University course curriculum, the students have to do Research and Course work in different topics to develop their skills. Considering the situation, your institute will be the most appropriate place to collect data.

4th year students of BHPI Md. Raihan Hossain would like to collect data in your organization from 13.11.2023 to 30.12.2023. His title: Measuring the level of job Satisfaction among person with Physical Disability.

We shall remain grateful to you if you could kindly allow him in conducting data collection.

With regards


 Sk. Moniruzzaman
 Asso. Prof. & Head
 Dept. Of the Occupational Therapy
 BHPI, CRP.



Approved
 at 13.01.2024



বাংলাদেশ হেল্থ প্রফেশন্স ইনষ্টিটিউট (বিএইচপিআই)
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CRP-Chapain, Savar, Dhaka, Tel: 02224445464 , 02224441404, Website: www.bhpi.edu.bd

Date: 12.11.2023

To
 General Manager,
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 Ondhocolony road, Norosinhopur, Ashulia.

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We shall remain grateful to you if you could kindly allow him in conducting data collection.

With regards


 Sk. Moniruzzaman
 Asso. Prof. & Head
 Dept. Of the Occupational Therapy
 BHPI, CRP.



*Forwarded to Central
 Manager*

 16.01.24

*not
 Lwin*



বাংলাদেশ হেল্থ প্রফেশন্স ইনষ্টিটিউট (বিএইচপিআই)
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 (The Academic Institute of CRP)

CRP-Chapain, Savar, Dhaka, Tel: 02224445464 , 02224441404, Website: www.bhpi.edu.bd

Date: 12.11.2023

To
 Central Manager,
 Manikgonj- CRP,
 Manikgonj.

Subject: *Regarding Data collection for dissertation.*

Greetings from Bangladesh Health Professions Institute (BHPI). I would like to inform you that, BHPI, the Academic Institute of CRP is running B.Sc in Occupational Therapy Course, under Faculty of Medicine, University of Dhaka.

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 Dept. Of the Occupational Therapy
 BHPI, CRP.





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 (The Academic Institute of CRP)
 CRP-Chapain, Savar, Dhaka, Tel: 02224445461, 02224441404, Website: www.bhpi.edu.bd

Date: 12.11.2023

To
 General Manager,
 Aman Knittings LTD,
 Hemayetpur, Savar.

Subject: *Regarding Data collection for dissertation.*


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We shall remain grateful to you if you could kindly allow him in conducting data collection.

With regards


 Sk. Moniruzzaman
 Asso. Prof. & Head
 Dept. Of the Occupational Therapy
 BHPI, CRP.




 09.11.2023

Appendix B: Information sheet, consent and withdrawal form for the research participants.

Bangladesh Health Professions Institute (BHPI)

Department of Occupational Therapy

CRP- Chapain, Savar, Dhaka-1343. Tel: 02-7745464-5, 7741404, Fax: 02-774506

Information sheet and consent form for the research participants

Title: Measuring the level of job satisfaction among person with physical disability.

Investigator: Mohammad Raihan Hossain, 4th year student of B.Sc. in Occupational Therapy, Session: 2018-2019, Bangladesh Health Professions Institute (BHPI) CRP-Savar, Dhaka1343.

Supervisor: Md. Habibur Rahman, Assistant Professor, Department of Occupational Therapy, Bangladesh Health Professions (BHPI), CRP, Chapain, Savar, Dhaka-1343.

Place: The researcher will gather data from Government, NGO, Local Government and many more areas where person with disabilities work as a worker.

Information sheet

Introduction

I am Mohammad Raihan Hossain, under medicine faculty of Dhaka University. I am continuing my 4th year (session 2018-2019) B.Sc. in Occupational Therapy at Bangladesh Health Professions Institute (BHPI). A thesis work is being conducted under thesis supervisor, Md. Habibur Rahman. By this information sheet investigator presents detailed information about the study purpose, data collection process, ethical issues. If you are interested in participating in this study, then clear information about

the study will help you to easily make a decision. Now you have to decide whether you will participate in the research or not. Before you decide, you can talk to your relatives, friends or anyone and feel comfortable about the research. If this consent form contains some words that you do not understand, please ask me to stop. I will take time to explain. Information about the study participants will be kept confidential and the aim of the study will be informed to the participants. If you cannot understand any part of the investigation, the investigator will help you to understand.

Background and the purpose of the study

You are being invited to be a part of this research because job satisfaction has been the most valuable factor for work-life balance and to maintain proper health and well-being for both person with and without disabilities. This area has been researched in many ways and helped me to identify the limitations of where I can work at. By this research the investigator will be able to identify the overall job satisfaction level of persons with disabilities. After knowing about their experiences with advantage, disadvantage, facilities, and barriers it will be easier for other person with disabilities to know how to overcome barriers and make use of facilities to enhance life satisfaction furthermore.

Research related information.

The research related information will be discussed with you throughout the information sheet before taking your signature on consent form. After that participants will be asked to answer a structured questionnaire which may need approximately 15 to 20 minutes to end. In this questionnaire there will also be questions on socio-demographic factors (for example: organization name, age, sex etc.).

The data collection period is two months followed by the date of approval. During

that time, the investigator will come to you and do face to face interview. If you do not wish the questions included in the survey, you may skip them and move on to the next question. The information recorded is confidential, your name is not included on the forms, only a number will identify you, and no one else except Md. Habibur Rahman, Supervisors of the study will have access to this survey.

Voluntary participation

The choice that you make will have no effect on your community and corporate lifestyle. You can change your mind at any time of the data collection process even throughout the study period. You also have the right to refuse your participation even if you agreed earlier.

Right to refuse or withdraw

I will give you an opportunity at the end of the interview to make your remarks, and you can ask to modify or remove portions of those, if you do not agree with my notes or if I did not understand you correctly.

Risk and benefit.

By participating in this study, you may not have any direct benefit. But we are expecting that the findings from the study will be helpful for the persons with disabilities who are working in different areas. It will be expected that there is no risk in this study. Information for this study will be collected without hampering the everyday activities and co-relation with others person in your working area.

Confidentiality of the study

Information about you will not be shared with anyone outside of the research team. The information that we collect from this research project will be kept private. Any information about you will have a number on it instead of your name. Only the researchers will know what your number is, and we will lock that information up with a lock and key. It will not be shared with or given to anyone except Md. Habibur Rahman, study supervisor.

Information about publication of the study findings

The findings from this study may be published on social site, web site, conference, and journal.

Participant's wage

Participants will not get any wages for participating in this study.

Source of money for this study

All money that will be needed for this study will be collected from the investigator's own source. This study will be conducted in a small range and no external source is available for this research.

How to contact

If you have any questions, you can ask me now or later. If you wish to ask questions later, you may contact the student investigator Mohammad Raihan Hossain, B.Sc. in Occupational Therapy, Department of Occupational Therapy. By using this e-mail: raihan.ot22@gmail.com, contact number: +8801604539009. This proposal has been reviewed and approved by Institutional Review Board (IRB), Bangladesh Health Professions Institute (BHPI), CRP-Savar, Dhaka-1343.

Can you withdraw from this study?

You can cancel any information collected for this research project at any time. After the cancellation, we expect permission from the information whether it can be used or not.

Participants Consent Form

Statement by Participants

I have been invited to participate in research title “Measuring the level of job satisfaction among person with physical disability”. I have read the foregoing information, or it has been read to me. I have had the opportunity to ask questions about it and any questions I have been asked I got a satisfactory answer. I consent voluntarily to be a participant in this study.

Name of the participant:

Signature of participant:

Date:

Statement by the researcher taking consent.

I have accurately read out information sheet to the potential participant, and to the best of my ability made sure that the participant understands that the following will be done:

1. All information will be used for study.
2. All information should be kept confidential.
3. Do not publish the name and identity of the participants.

I confirm that the participant was given an opportunity to ask questions about the study, and all the question asked by the participant have been answered correctly and to the best of my ability. I confirm that the individual has not been forced into giving consent, and the consent has been given freely and voluntarily.

A copy of the information sheet and consent form has been provided to the participant.

Name of investigator:

.....

Signature of investigator:

.....

Date:

.....

Withdrawal Form

You can cancel any information collected for this research project at any time. After the cancellation we'll take your permission whether we could use your previous information or not

Participants Name:

Organization name:

Working position:

Reason of Withdraw:

.....

.....

Participants Signature:

Date:

বাংলাদেশ হেলথ প্রফেশন্স ইন্সটিটিউট (বিএইচপিআই)

অকুপেশনাল থেরাপী বিভাগ

সিআরপি-চাপাইন, সাভার, ঢাকা-১৩৪৩ টেলিঃ ০২-৯৯৪৫৪৬৪ -৫, ৭৭৪১০৪, ফ্যাক্সঃ ০২-
৭৭৪৫০৬ কোড নংঃ.....

অংশগ্রহণকারীদের তথ্য, সম্মতি ও প্রত্যাহারপত্র

গবেষণার বিষয়: "শারীরিক প্রতিবন্ধি ব্যক্তিদের কাজের সন্তুষ্টির পরিমাপ " নিয়ে একটি গবেষণা পরিচালনা করছি।

গবেষক: মোহাম্মাদ রায়হান হোসেন, বি এস সি ইন অকুপেশনাল থেরাপী (৪র্থ বর্ষ), সেশনঃ ২০১৮-২০১৯ ইং, বাংলাদেশ হেলথ প্রফেশন্স ইন্সটিটিউট (বিএইচপিআই), সাভার, ঢাকা-১৩৪৩

তত্ত্বাবধায়ক: মোঃ হাবিবুর রহমান, প্রভাষক, অকুপেশনাল থেরাপী বিভাগ, বাংলাদেশ হেলথ প্রফেশন্স ইন্সটিটিউট (বিএইচপিআই)।

তথ্যপত্রঃ

ভূমিকা

আমি মোহাম্মাদ রায়হান হোসেন, ঢাকা বিশ্ববিদ্যালয় চিকিৎসা অনুষদের অধীনে বাংলাদেশ হেলথ প্রফেশন্স ইন্সটিটিউটে বি.এস.সি ইন অকুপেশনাল থেরাপী ৪র্থ বর্ষের শিক্ষার্থী হিসেবে স্নাতক শিক্ষাকার্যক্রম (২০১৮-২০১৯ ইং), সেশনে অধ্যয়নরত আছি। বিএইচপিআই থেকে অকুপেশনাল থেরাপি বি.এস.সি শিক্ষাকার্যক্রমটি সম্পন্ন করার জন্য একটি গবেষণা প্রকল্প পরিচালনা করা বাধ্যতামূলক। এই গবেষণা প্রকল্পটি অকুপেশনাল থেরাপী বিভাগের প্রভাষক মোঃ হাবিবুর রহমান এর তত্ত্বাবধায়নে সম্পন্ন করা হবে। এই অংশগ্রহণকারী তথ্যপত্রের গবেষণা প্রকল্পের উদ্দেশ্য, উপাত্ত সংগ্রহের প্রণালী ও গবেষণাটি সাথে সংশ্লিষ্ট বিষয় কিভাবে রক্ষিত হবে তা বিস্তারিতভাবে আপনার কাছে উপস্থাপন করা হবে। যদি এই গবেষণায় অংশগ্রহণ করতে ইচ্ছুক থাকেন সেক্ষেত্রে গবেষণা সম্পৃক্ত বিষয় সম্পর্কে স্বচ্ছ ধারণা থাকলে সিদ্ধান্তগ্রহণ সহজতর হবে। অবশ্য এখন আপনার অংশগ্রহণ আমাদের নিশ্চিত করতে হবে না। যেকোনো সিদ্ধান্ত গ্রহণের পূর্বে যদি চান তাহলে আপনার আত্মীয়-স্বজন, বন্ধু অথবা আস্থাভাজন যে কারো সাথে এই ব্যাপারে আলোচনা করে নিতে পারেন। অপরপক্ষে, অংশগ্রহণকারী তথ্যটি পড়ে যদি কোনো বিষয়বস্তু বুঝতে সমস্যা হয় অথবা যদি কোন কিছু সম্পর্কে আরও বেশি জানার প্রয়োজন হয়, তবে নির্দিধায় প্রশ্ন করতে পারেন।

এই গবেষণা কর্মটিতে অংশগ্রহণের সাথে সংশ্লিষ্ট বিষয়গুলো সম্পর্কে জানা যাকঃ

সম্মতি ফর্মে আপনার স্বাক্ষর নেওয়ার আগে সমস্ত তথ্য পত্র জুড়ে গবেষণা সম্পর্কিত তথ্য আপনার সাথে আলোচনা করা হবে। এর পরে অংশগ্রহণকারীদের কিছু প্রশ্নাবলীর উত্তর দিতে বলা হবে যা শেষ হতে প্রায় ২০ থেকে ৩০ মিনিট সময় লাগতে পারে। এই প্রশ্নাবলীর প্রথম পর্বে

সমাজতাত্ত্বিক কিছু প্রশ্ন (উদাহরণস্বরূপ: সংস্থার নাম, বয়স, লিঙ্গ ইত্যাদি) এবং দ্বিতীয় পর্বে আপনার পেশা সম্পর্কিত কিছু প্রশ্ন থাকবে। তথ্য সংগ্রহের সময় তদন্তকারী আপনার কাছে আসবে এবং মুখোমুখি সাক্ষাৎকার নেবে। আপনি যদি সমীক্ষায় অন্তর্ভুক্ত কোনো প্রশ্নের উত্তর না দিতে চান তবে আপনি সেগুলো এড়িয়ে যেতে পারেন এবং পরবর্তী প্রশ্নে যেতে পারেন। রেকর্ড করা তথ্য গোপনীয় থাকবে, আপনার নাম ফর্মগুলিতে অন্তর্ভুক্ত করা হচ্ছে না, শুধুমাত্র একটি সংখ্যা আপনাকে শনাক্ত করবে, এবং মোঃ হাবিবুর রহমান, অধ্যাপক, অকুপেশনাল থেরাপী বিভাগ, বাংলাদেশ হেলথ প্রফেশনাল ইন্সটিটিউট (বিএইচপিআই) ছাড়া অন্য কেউ এই সমীক্ষায় প্রবেশ করতে পারবে না।

গবেষণায় ঐচ্ছিক অংশগ্রহণ: আপনি প্রশ্নের উত্তরে যে পছন্দটি করবেন তা আপনার সম্প্রদায় এবং কর্পোরেট জীবনধারার উপর কোন প্রভাব ফেলবে না। আপনি তথ্য সংগ্রহের প্রক্রিয়ার, যেকোন সময়, এমনকি পুরো অধ্যয়নের সময় জুড়ে আপনার মত পরিবর্তন করতে পারেন। আপনি আগে সম্মত হলেও যে কোন সময় আপনার অংশগ্রহণ প্রত্যাহ্বান করার অধিকার আপনার আছে।

প্রত্যাহ্বান বা প্রত্যাহ্বার করার অধিকার

আমি আপনার মন্তব্যের সাক্ষাৎকারের শেষে আপনাকে একটি সুযোগ দেব, এবং আপনি যদি আমার নোটগুলির সাথে একমত না হন বা আমি আপনাকে সঠিকভাবে বুঝতে না পারি তবে আপনি সেগুলোর কিছু অংশ সংশোধন বা অপসারণ করতে বলতে পারেন।

অংশগ্রহণের সুবিধা ও ঝুঁকিসমূহ কি?

গবেষণা প্রকল্পটিতে অংশগ্রহণের জন্য আপনি সরাসরি কোন সুবিধা পাবেন না। এই গবেষণায় অংশগ্রহণের ফলে আপনার দৈনন্দিন কাজের সাময়িক অসুবিধা হতে পারে। তবে আমি আশাবাদী যে এই গবেষণার প্রাপ্ত ফলাফলের মাধ্যমে আপনাদের পেশায় সংঘটিত সমস্যা ও অসুবিধা গুলোর সমাধান হবে। যে সমস্ত প্রশ্নের মাধ্যমে আপনার পরিচয় সম্পর্কে অন্যরা জানতে পারে, সে বিষয়ে উদ্বিগ্ন না হওয়ায় জন্য অনুরোধ করা হচ্ছে। অংশগ্রহণকারীর নাম, ঠিকানা উপাত্ত বিশ্লেষণের সফটওয়্যারে উল্লেখ না করে পরিচয় উন্মুক্ত হবার ঝুঁকি কমানো হবে।

অধ্যয়নের গোপনীয়তা

আপনার সম্পর্কে তথ্য গবেষণা দলের বাইরে কারো সাথে শেয়ার করা হবে না। এই গবেষণা প্রকল্প থেকে আমরা যে তথ্য সংগ্রহ করি তা গোপন রাখা হবে। আপনার সম্পর্কে যেকোনো তথ্যে আপনার নামের পরিবর্তে একটি নম্বর থাকবে। শুধুমাত্র গবেষকরা জানতে পারবেন আপনার নম্বর কী, এবং আমরা সেই তথ্যটি একটি তালা এবং চাবি দিয়ে লক করে দেব। এটি অধ্যয়নের তত্ত্বাবধায়ক মোঃ হাবিবুর রহমান ছাড়া অন্য কারো সাথে শেয়ার করা বা দেওয়া হবে না। গবেষণার ফলাফল প্রকাশের তথ্য এই গবেষণার ফলাফলগুলি সামাজিক সাইট, ওয়েব সাইট, সম্মেলন এবং জার্নালে প্রকাশিত হবে।

অংশগ্রহণকারীর পারিশ্রমিক

অংশগ্রহণকারীরা এই গবেষণায় অংশগ্রহণের জন্য কোনো পারিশ্রমিক পাবেন না।

গবেষণা পরিচালনায় ব্যয়কৃত অর্থের উৎস:

এই গবেষণার জন্য প্রয়োজনীয় সমস্ত অর্থ তদন্তকারীর নিজস্ব উৎস থেকে সংগ্রহ করা হবে। এই গবেষণাটি একটি ছোট পরিসরে পরিচালনা করা হবে এবং এই গবেষণার জন্য কোনও বাহ্যিক উৎস উপলব্ধ নেই।

আমাদের সাথে কিভাবে যোগাযোগ করবেন?

যদি আপনার কোন প্রশ্ন থাকে, আপনি এখন বা পরে আমাকে জিজ্ঞাসা করতে পারেন, আপনি যদি পরে প্রশ্ন করতে চান, তাহলে আপনি শিক্ষার্থী গবেষক মোহাম্মদ রায়হান হোসেন, ব্যাচেলর অফ সায়েন্স ইন অকুপেশনাল থেরাপি এর সাথে যোগাযোগ করতে পারেন। এই অংশগ্রহণকারীর অঙ্গীকারনামা আমাকে "শারীরিক প্রতিবন্ধি ব্যক্তিদের কাজের সন্তুষ্টির পরিমাপ" শীর্ষক গবেষণায় অংশগ্রহণের জন্য আমন্ত্রণ জানানো হয়েছে। আমি পূর্বোক্ত তথ্য পড়েছি, বা এটি আমাকে পড়ে শোনানো হয়েছে। আমি এটি সম্পর্কে প্রশ্ন জিজ্ঞাসা করার সুযোগ পেয়েছি এবং আমাকে যে কোন প্রশ্ন জিজ্ঞাসা করা হয়েছে, আমি সন্তোষজনক উত্তর পেয়েছি। আমি এই গবেষণায় অংশগ্রহণকারী হতে স্বেচ্ছায় সম্মতি দিচ্ছি। অংশগ্রহণকারীর নাম:- অংশগ্রহণকারীর স্বাক্ষর:- তারিখ:-.. সম্মতি গ্রহণকারী গবেষকের বিবৃতি আমি সম্ভাব্য অংশগ্রহণকারীর কাছে তথ্য পত্রটি সঠিকভাবে পড়েছি এবং আমার সর্বোত্তম ক্ষমতা নিশ্চিত করেছি যে অংশগ্রহণকারী বুঝতে পারে যে নিম্নলিখিত তথ্যগুলো কি করা হবে : ১। সমস্ত তথ্য অধ্যয়নের জন্য ব্যবহার করা হবে ২। ব্যক্তিগত সমস্ত তথ্য গোপন রাখা হবে ৩। অংশগ্রহণকারীদের নাম ও পরিচয় প্রকাশ করা হবে না আমি নিশ্চিত করছি যে অংশগ্রহণকারীকে অধ্যয়ন সম্পর্কে প্রশ্ন জিজ্ঞাসা করার সুযোগ দেওয়া হয়েছিল এবং অংশগ্রহণকারীর দ্বারা জিজ্ঞাসা করা সমস্ত প্রশ্নের সঠিকভাবে এবং আমার ক্ষমতার সর্বোত্তম উত্তর দেওয়া হয়েছে। আমি নিশ্চিত করছি যে ব্যক্তিকে সম্মতি দিতে বাধ্য করা হয়নি, এবং সম্মতি অবাধে এবং স্বেচ্ছায় দেওয়া হয়েছে। তথ্যপত্রের একটি অনুলিপি এবং সম্মতি ফর্ম অংশগ্রহণকারীকে প্রদান করা হয়েছে তদন্তকারীর নাম: তদন্তকারীর স্বাক্ষর: তারিখ:

গবেষণা থেকে প্রত্যাহারের নিয়মাবলী: আপনি যেকোনো সময় এই গবেষণা প্রকল্পের জন্য সংগৃহীত তথ্য বাতিল করতে পারেন। বাতিল করার পরে, আমরা তথ্য থেকে অনুমতি আশা করি এটি ব্যবহার করা যাবে কি না। এখন বা পরে আমাকে জিজ্ঞাসা করতে পারেন। অংশগ্রহণকারীর প্রত্যাহারপত্র (শুধুমাত্র স্বেচ্ছায় প্রত্যাহার কারীর জন্য প্রযোজ্য)

অংশগ্রহণকারীর নামঃ অংশগ্রহণকারীর পদঃ.. প্রত্যাহার করার কারণঃ পূর্ববর্তী তথ্য ব্যবহারের অনুমতি থাকবে কি? হ্যা/না..... অংশগ্রহণকারীর স্বাক্ষর: তারিখ:.....

যোগাযোগঃ ই-মেইলটি- raihan.ot22@gmail.com, নম্বর: +8801604539009। এই প্রস্তাবটি ইনস্টিটিউশনাল রিভিউ বোর্ড (IRB), বাংলাদেশ হেলথ প্রফেশনাল ইনস্টিটিউট (BHPI), CRP সাভার, ঢাকা-1343, বাংলাদেশ দ্বারা পর্যালোচনা ও অনুমোদিত হয়েছে, যা একটি কমিটি যার কাজ হল গবেষণায় অংশগ্রহণকারীদের ক্ষতি থেকে সুরক্ষিত করা নিশ্চিত করা। . আপনি যদি IRB সম্পর্কে আরও জানতে চান, তাহলে Bangladesh Health Professions Institute (BHPI), CRP - Savar, Dhaka-1343, Bangladesh-এ যোগাযোগ করুন। আপনি যদি চান তবে গবেষণা অধ্যয়নের যেকোনো অংশ সম্পর্কে আমাকে আরও প্রশ্ন করতে পারেন। আপনি কি কিছু জানতে চান ?

গবেষণা থেকে প্রত্যাহারের নিয়মাবলী

আপনি যেকোনো সময় এই গবেষণা প্রকল্পের জন্য সংগৃহীত তথ্য বাতিল করতে পারেন। বাতিল করার পরে, আমরা তথ্য থেকে অনুমতি আশা করি এটি ব্যবহার করা যাবে কি না। এখন বা পরে আমাকে জিজ্ঞাসা করতে পারেন।

সম্মতিপত্র

সম্মানিত অংশগ্রহণকারী,

আসসালামু আলাইকুম,

আমি মোহাম্মাদ রায়হান হোসেন, ঢাকা বিশ্ববিদ্যালয়ের অধিভুক্ত চিকিৎসা অনুষদের অধীনে পরিচালিত বাংলাদেশ হেলথ প্রফেশনাল ইনস্টিটিউটের (বিএইচপিআই) অকুপেশনাল থেরাপি বিভাগের ৪র্থ বর্ষের (সেশন ২০১৮-১৯) শিক্ষার্থী। আমি "শারীরিক প্রতিবন্ধি ব্যক্তিদের কাজের সন্তুষ্টির পরিমাপ " নিয়ে একটি গবেষণা পরিচালনা করছি। অধ্যয়নের লক্ষ্য হল শারীরিক প্রতিবন্ধি ব্যক্তির কর্মক্ষেত্রে তাদের কাজের প্রতি কতটুকু সন্তুষ্ট রয়েছে তা তুলে ধরা। এই গবেষণায় সর্বাধিক তথ্য সংগ্রহের সময় হবে ১৫-২০ মিনিট।

আমি আপনাকে জানাতে চাই যে, এই গবেষণা অন্য কোন উদ্দেশ্যে ব্যবহার করা হবে না। এই তথ্যসমূহ অন্যদের সাথে শেয়ার করা হবে না, অংশগ্রহণকারীদের নাম এবং অন্যান্য তথ্য প্রকাশ করা হবে না। অধ্যয়নের অংশগ্রহণকারীরা এই গবেষণা থেকে আর্থিকভাবে উপকৃত হবে না। সাক্ষাৎকারের সময় তারা যে কোনও প্রশ্নের উত্তর দিতে অস্বীকার করতে পারেন। সাক্ষাৎকার থেকে সংগৃহীত সমস্ত তথ্য নিরাপদে রাখা হবে এবং গোপনীয়তা বজায় রাখা হবে। অংশগ্রহণকারী যেকোনো সময় গবেষণা থেকে তথ্য প্রত্যাহার করতে পারেন।

এই গবেষণায় আমি একজন অংশগ্রহণকারী এবং আমাকে অধ্যয়নের উদ্দেশ্য সম্পর্কে স্পষ্টভাবে অবহিত করা হয়েছে। আমি এই অধ্যয়নে অংশগ্রহণ করতে ইচ্ছুক এবং অধ্যয়নের যে কোন পর্যায়ে যে কোন সময় অংশ নিতে অস্বীকার করার অধিকার আমার থাকবে। এই কারণে, আমি কাউকে উত্তর দিতে বাধ্য হব না। গবেষক অংশগ্রহণকারীর কাছে অধ্যয়ন সম্পর্কিত যেকোনো প্রশ্ন বা অনুসন্ধানের উত্তর দিতে সক্ষম হবেন। তাই, আমার সর্বোত্তম জ্ঞানের সাথে আমি এই গবেষণায় আমার সম্পূর্ণ সন্তুষ্টির সাথে স্বেচ্ছায় অংশগ্রহণ করতে সম্মত।

অংশগ্রহণকারীর নাম এবং তারিখ :

অংশগ্রহণকারীর স্বাক্ষর :

গবেষকের স্বাক্ষর :

প্রত্যাহারপত্র

গবেষণা থেকে প্রত্যাহারের নিয়মাবলী

আপনি যেকোনো সময় এই গবেষণা প্রকল্পের জন্য সংগৃহীত তথ্য বাতিল করতে পারেন।
বাতিল করার পরে, আমরা আপনার থেকে পূর্ববর্তী দেয়া তথ্য ব্যবহার করা যাবে কি না তার
অনুমতি আশা করব।

অংশগ্রহণকারীর প্রত্যাহারপত্র (শুধুমাত্র স্বেচ্ছায় প্রত্যাহার কারীর জন্য প্রযোজ্য)

অংশগ্রহণকারীর নামঃ

অংশগ্রহণকারীর পদঃ..

প্রত্যাহার করার কারণঃ

পূর্ববর্তী তথ্য ব্যবহারের অনুমতি থাকবে কি? হ্যা/না

অংশগ্রহণকারীর স্বাক্ষর:

তারিখ:.....

Appendix C

C.1 Questionnaire (English Version)

Part-A

Socio-Demographic Questionnaires

1. Age:
2. Gender:
3. Marital status:
4. Educational Qualifications:
5. Types of disability:
6. Occupation:
7. Working position:
8. Working experience:
9. Salary:

Part-B

JOB SATISFACTION SURVEY Paul E. Spector Department of Psychology University of South Florida Copyright Paul E. Spector 1994, All rights reserved.							
PLEASE CIRCLE THE ONE NUMBER FOR EACH QUESTION THAT COMES CLOSEST TO REFLECTING YOUR OPINION ABOUT IT.		Disagree very much	Disagree moderately	Disagree slightly	Agree slightly	Agree moderately	Agree very much
1	I feel I am being paid a fair amount for the work I do.	1	2	3	4	5	6
2	There is really too little chance for promotion on my job.	1	2	3	4	5	6
3	My supervisor is quite competent in doing his/her job.	1	2	3	4	5	6
4	I am not satisfied with the benefits I receive.	1	2	3	4	5	6
5	When I do a good job, I receive the recognition for it that I should receive.	1	2	3	4	5	6
6	Many of our rules and procedures make doing a good job difficult.	1	2	3	4	5	6
7	I like the people I work with.	1	2	3	4	5	6
8	I sometimes feel my job is meaningless.	1	2	3	4	5	6
9	Communications seem good within this organization.	1	2	3	4	5	6
10	Raises are too few and far between.	1	2	3	4	5	6
11	Those who do well on the job stand a fair chance of being promoted.	1	2	3	4	5	6
12	My supervisor is unfair to me.	1	2	3	4	5	6
13	The benefits we receive are as good as most other organizations offer.	1	2	3	4	5	6
14	I do not feel that the work I do is appreciated.	1	2	3	4	5	6
15	My efforts to do a good job are seldom blocked by red tape.	1	2	3	4	5	6
16	I find I have to work harder at my job because of the incompetence of people I work with.	1	2	3	4	5	6
17	I like doing the things I do at work.	1	2	3	4	5	6
18	The goals of this organization are not clear to me.	1	2	3	4	5	6

	PLEASE CIRCLE THE ONE NUMBER FOR EACH QUESTION THAT COMES CLOSEST TO REFLECTING YOUR OPINION ABOUT IT. Copyright Paul E. Spector 1994, All rights reserved.	Disagree very much	Disagree moderately	Disagree slightly	Agree slightly	Agree moderately	Agree very much
19	I feel unappreciated by the organization when I think about what they pay me.	1	2	3	4	5	6
20	People get ahead as fast here as they do in other places.	1	2	3	4	5	6
21	My supervisor shows too little interest in the feelings of subordinates.	1	2	3	4	5	6
22	The benefit package we have is equitable.	1	2	3	4	5	6
23	There are few rewards for those who work here.	1	2	3	4	5	6
24	I have too much to do at work.	1	2	3	4	5	6
25	I enjoy my coworkers.	1	2	3	4	5	6
26	I often feel that I do not know what is going on with the organization.	1	2	3	4	5	6
27	I feel a sense of pride in doing my job.	1	2	3	4	5	6
28	I feel satisfied with my chances for salary increases.	1	2	3	4	5	6
29	There are benefits we do not have which we should have.	1	2	3	4	5	6
30	I like my supervisor.	1	2	3	4	5	6
31	I have too much paperwork.	1	2	3	4	5	6
32	I don't feel my efforts are rewarded the way they should be.	1	2	3	4	5	6
33	I am satisfied with my chances for promotion.	1	2	3	4	5	6
34	There is too much bickering and fighting at work.	1	2	3	4	5	6
35	My job is enjoyable.	1	2	3	4	5	6
36	Work assignments are not fully explained.	1	2	3	4	5	6

C.2 Questionnaire (Bangla version)

পর্ব -১ সমাজতাত্ত্বিক প্রশ্নাবলী

১. বয়স:

২. লিঙ্গ:

৩. বৈবাহিক অবস্থা: ১. বিবাহিত ২. অবিবাহিত

৪. শিক্ষাগত যোগ্যতা: ১. অশিক্ষিত ২. প্রাথমিক ৩. মাধ্যমিক ৪. উচ্চ মাধ্যমিক

৫. মাতক ৬. মাতকোত্তর

৫. শারীরিক অক্ষমতার ধরন:

৬. পেশা:

৭. কাজের অবস্থান/ পজিশন:

৮. এই প্রতিষ্ঠানে কাজের বয়স:

৯. মাসিক বেতন:

পর্ব -২ প্রশ্নাবলী

JOB SATISFACTION SURVEY							
Paul E. Spector, Department of Psychology, University of South Florida							
	প্রতিটি প্রশ্নের জন্যে যে কোন একটি বৃত্ত ভরাট করে আপনার মতামত প্রকাশ করুন।	প্রবলভাবে অসম্মতি	মোটামুটি অসম্মতি	কিছুটা অসম্মতি	কিছুটা একমত	মোটামুটি একমত	প্রবলভাবে একমত
১	আমি আমার কাজ অনুযায়ী ন্যায্য পরিমাণ পারিশ্রমিক পাই।	১	২	৩	৪	৫	৬
২	আমার কর্মক্ষেত্রে পদোন্নতির সুযোগ তেমন একটা নেই।	১	২	৩	৪	৫	৬
৩	আমার তত্তাবধায়ক তার কাজে বেশ দক্ষ।	১	২	৩	৪	৫	৬
৪	প্রতিষ্ঠানিক সুযোগ সুবিধা সমূহ নিয়ে সন্তুষ্ট নই।	১	২	৩	৪	৫	৬
৫	আমার ভাল কাজ করলে তার জন্য প্রাপ্য মর্যাদা পাই।	১	২	৩	৪	৫	৬
৬	প্রতিষ্ঠানিক অনেক নিয়ম এবং পদ্ধতি ভালভাবে কাজ করার ক্ষেত্রে বাধা হয়ে দাঁড়ায়।	১	২	৩	৪	৫	৬
৭	আমি আমার সহকর্মীদের সাথে কাজ করতে পছন্দ করি।	১	২	৩	৪	৫	৬
৮	মাঝে মাঝে মনে হয় আমার পেশা গুরুত্বহীন।	১	২	৩	৪	৫	৬
৯	প্রতিষ্ঠানিক যোগাযোগ ব্যবস্থা বেশ ভাল।	১	২	৩	৪	৫	৬
১০	তুলনামূলকভাবে বেতন বৃদ্ধির হার কম এবং সময় সাপেক্ষ।	১	২	৩	৪	৫	৬
১১	যারা কাজে ভালো করে তাদের পদোন্নতির/ প্রমোশন বেশ সুযোগ রয়েছে।	১	২	৩	৪	৫	৬
১২	আমার তত্তাবধায়ক আমার প্রতি অন্যায্য/অসম।	১	২	৩	৪	৫	৬
১৩	আমরা যে সুবিধাগুলি পাই তা অন্যান্য সংস্থাগুলোর মতোই ভাল।	১	২	৩	৪	৫	৬
১৪	আমার মনে হয়, আমার কাজের যথাযথ মূল্যায়ন করা হচ্ছে না।	১	২	৩	৪	৫	৬
১৫	আমলাতন্ত্রের কারণে মাঝে মাঝে আমার কাজের আগ্রহ কমে যায়।	১	২	৩	৪	৫	৬
১৬	আমার মনে হয়, আমি যাদের সাথে কাজ করি তাদের অযোগ্যতার/ অকর্মণ্যতার কারণে আমাকে কাজে বেশি পরিশ্রম করতে হয়।	১	২	৩	৪	৫	৬
১৭	আমি আমার কর্মক্ষেত্রের কাজ করতে পছন্দ করি।	১	২	৩	৪	৫	৬

	প্রতিটি প্রশ্নের জন্যে যে কোন একটি বৃত্ত ভরাট করে আপনার মতামত প্রকাশ করুন।	প্রবলভাবে অসম্মতি	মোটামুটি অসম্মতি	কিছুটা অসম্মতি	কিছুটা একমত	মোটামুটি একমত	প্রবলভাবে একমত
১৮	এই সংগঠনের উদ্দেশ্য আমার কাছে স্পষ্ট নয়।	১	২	৩	৪	৫	৬
১৯	আমি যখন আমার বেতনের কথা চিন্তা করি, তখন মনে হয় প্রতিষ্ঠান আমাকে যথাযথ মূল্যায়ন করছে না।	১	২	৩	৪	৫	৬
২০	অন্যান্য জায়গার মত এখানকার কর্মীরাও দ্রুত উন্নতি করতে সক্ষম।	১	২	৩	৪	৫	৬
২১	আমাদের সুপারভাইজার তার অধিনস্তদের অনুভূতি সম্পর্কে তেমন আগ্রহ দেখান না।	১	২	৩	৪	৫	৬
২২	আমরা আমাদের ন্যায্য সুযোগ সুবিধা পাচ্ছি।	১	২	৩	৪	৫	৬
২৩	এখানে যারা কাজ করে তাদের জন্যে তেমন সুযোগ সুবিধা নেই।	১	২	৩	৪	৫	৬
২৪	কর্মক্ষেত্রে আমার আরও অনেক কিছু করার আছে।	১	২	৩	৪	৫	৬
২৫	আমি আমার সহকর্মীদের সাথে কাজ করে আনন্দ পাই।	১	২	৩	৪	৫	৬
২৬	আমার প্রায়ই মনে হয়, এই প্রতিষ্ঠানে কী ঘটছে আমি জানিনা।	১	২	৩	৪	৫	৬
২৭	আমি আমার কাজ নিয়ে গর্বিত।	১	২	৩	৪	৫	৬
২৮	আমি আমার বেতন বৃদ্ধির সম্ভাবনা নিয়ে খুশি।	১	২	৩	৪	৫	৬
২৯	কিছু সুবিধা আছে যা আমাদের পাওয়া উচিত কিন্তু পাচ্ছি না।	১	২	৩	৪	৫	৬
৩০	কর্মক্ষেত্রে আমি আমার তত্ত্বাবধায়ককে পছন্দ করি।	১	২	৩	৪	৫	৬
৩১	আমার কাগজপত্রের কাজ অনেক বেশি।	১	২	৩	৪	৫	৬
৩২	আমি মনে করি, আমার প্রচেষ্টার ফল যেভাবে পাওয়া উচিত সেভাবে আমি পাচ্ছি না।	১	২	৩	৪	৫	৬
৩৩	আমি আমার পদোন্নতির সুযোগ নিয়ে সন্তুষ্ট।	১	২	৩	৪	৫	৬
৩৪	কর্মক্ষেত্রে প্রায়ই মনোমালিন্য হয়।	১	২	৩	৪	৫	৬
৩৫	আমি আমার কাজ উপভোগ করি।	১	২	৩	৪	৫	৬
৩৬	কাজের ধরণ সম্পূর্ণরূপে ব্যাখ্যা করা হয় না।	১	২	৩	৪	৫	৬