

**ASSESSMENT OF THE RECRUITMENT PROCEDURES AND JOB
SATISFACTION AMONG HEALTH CARE PROVIDERS: THE CASE STUDY OF
HEALTH CARE PROVIDERS IN MBEYA MUNICIPAL**

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ABSTRACT

Job satisfaction describes how content an individual is with his or her job. Job satisfaction not only increase performance, but makes happier people within their job, the more satisfied they are the higher the profit. The main objective of this research was to study investigate the recruitment procedures and job satisfaction among health care providers, the case study of health care providers in Mbeya City.

Interview guided questions answered through questionnaires designed. The sample comprised 100 health care providers from where eleven Health facilities in Mbeya City. Hundred questionnaires were distributed and response rate were 96%.

From this study, respondents were not satisfied with recruitment in Health Sector. Recruitments were missing some important components like job description given to employees. These negatively affected the performance in Health sector as most of those recruited they face interaction and job conflict as they didn't receive written job description during recruitment process. Findings indicated that there was job dissatisfaction which were caused by remuneration / low pay , mistreatment of Health personnel in terms of administrative practices, poor interpersonal relations, no risk allowances and proper insurance as well as improper staff training.

In general, the most important thing Health sector could do is to improve working environment and living conditions of employees. In other words, by resolving the problem facing employees the standard of care will be high within Health Industry.