

Job Satisfaction Amongst Residency Trained Athletic Trainers

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Background

Career Commitment of Postprofessional Athletic Training Program Graduates

Thomas G. Bowman, PhD, ATC*; Stephanie M. Mazerolle, PhD, ATC†; Ashley Goodman, PhD, LAT, ATC‡

- Kehanov & Eberman (2011) research shows sharp decline in ATCs within the first 10 years of practice
 - Women leave collegiate athletics at age 28
 - Men leave college/clinical setting in mid-to-late 40's
- Bowman, Mazerolle, & Goodman (2015) showed that ATCs who attend a post-professional athletic training program intend to stay in the profession
 - Emory is 1/10 CAATE-accredited ATC residency programs
- NATA, ATCs in hospitals/orthopedic clinics: 62.7% female vs 37.3% male
- No sex differences in job satisfaction observed in athletic training literature

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Study Benefits



We believe that this research will assist ATCs in finding their desirable practice setting



ATCs practicing in their desired practice settings will experience high levels of job satisfaction



High levels of job satisfaction will result in higher retention rates



Hypothesis

- We suspect that residency-trained ATCs in PPS will portray high levels of job satisfaction



Methods



Professional Satisfaction Among New Osteopathic Family Physicians: A Survey-Based Investigation of Residency-Trained Graduates

Christopher Simpson, DO, PhD; Marc Cutright, EdD; Victor Heh, PhD; and Martha A. Simpson, DO, MBA

- Participants complete a one-time, 19-question, online survey that has previously been validated by Simpson et al. (2009)
- The survey will investigate job satisfaction in three subscales:
 1. Job satisfaction
 2. Career satisfaction
 3. Specialty satisfaction



Sample Survey

Job Satisfaction

Please rank the following questions on a scale from 1-5 (1 strongly disagree; 2 disagree; 3 undecided or neutral; 4 agree; 5 strongly agree)

Overall, I am pleased with my work. *

1 2 3 4 5

Strongly disagree Strongly agree

Overall, I am satisfied in my current practice. *

1 2 3 4 5

Strongly disagree Strongly agree

My current work situation is a major source of frustration in my life. *

1 2 3 4 5

Strongly disagree Strongly agree

My work in this practice has not met my expectation. *

1 2 3 4 5

Strongly disagree Strongly agree

If I had to do it over again, I'd still choose to work where I do now. *

1 2 3 4 5

Strongly disagree Strongly agree



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Sample Survey

Career Satisfaction

Please rank the following questions on a scale from 1-5 (1 strongly disagree; 2 disagree; 3 undecided or neutral; 4 agree; 5 strongly agree)

I remain in medicine mainly because there is no easy way for me to move to another field. *

1 2 3 4 5

Strongly disagree Strongly agree

I am seriously thinking about leaving clinical practice. *

1 2 3 4 5

Strongly disagree Strongly agree

My career in medicine is as appealing to me now as when I started. *

1 2 3 4 5

Strongly disagree Strongly agree

If I were to choose over again, I would still become an athletic trainer. *

1 2 3 4 5

Strongly disagree Strongly agree

All things considered, I am satisfied with my career as an athletic trainer. *

1 2 3 4 5

Strongly disagree Strongly agree

In general, my medical career has measured up to my expectations. *

1 2 3 4 5

Strongly disagree Strongly agree

I would recommend medicine to others as a career. *

1 2 3 4 5

Worst Best



Sample Survey

Specialty Satisfaction

Please rank the following questions on a scale from 1-5 (1 strongly disagree; 2 disagree; 3 undecided or neutral; 4 agree; 5 strongly agree)

My specialty does NOT provide the job security it once did. *

1 2 3 4 5

Strongly disagree Strongly agree

Practice in my specialty no longer has the appeal to me it used to have. *

1 2 3 4 5

Strongly disagree Strongly agree

In general, athletic training has measured up to my expectations. *

1 2 3 4 5

Strongly disagree Strongly agree

If I were to start my career over again, I would choose my current specialty. *

1 2 3 4 5

Strongly disagree Strongly agree

I would recommend my specialty to an athletic training student seeking career advice. *

1 2 3 4 5

Strongly disagree Strongly agree

I cannot imagine myself practicing in a different clinical specialty. *

1 2 3 4 5

Strongly disagree Strongly agree

I am seriously thinking of changing my specialty. *

1 2 3 4 5

Strongly disagree Strongly agree



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Preliminary Data

Demographics

- 18 participants
- Average age: 34.3 (± 7.02)
- Females: 88% (n=16)
- Males: 11% (n=2)
- 100% of participants were employed in the PPS
- Non-residency trained (n=13)
- Residency trained (n=5)

Self-Reported Professional Satisfaction Ratings Among ATCs		
Subscale	Non-residency trained ATC's	CAATE residency trained ATC's
Job (Max 25)	18.92	20.6
Career (Max 35)	26.38	28.6
Specialty (Max 35)	22.54	24
*A higher score reflects a relatively higher degree of satisfaction		



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Conclusion

Findings

- Residency trained ATCs that are employed in the PPS reported higher levels of job satisfaction

Limitation

- Small sample size
- All participants were employed in PPS
- All participants employed at Emory

Clinical Implication

- ATCs interested in transitioning to the PPS setting should consider attending a CAATE-accredited residency program.

Future Research

- National survey through NATA
- Focus groups
 - Why ATCs leave traditional setting?
 - Does job satisfaction change?



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Questions?



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