

What do Danish doctors think?



Survey of all doctors in Denmark December 2018

- Organization of Danish Medical Societies (thanks to Marie Krabbe)
- Cass Business School, City, University of London
- Department of Business Administration, University of Zurich

6 Minutes for Danish Health Care

- 4,471 “finished” responses
- 1,668 started responses
- Response rate of 29%

Job satisfaction

How satisfied are Danish doctors with their work? **4.4 on a 6-point scale**

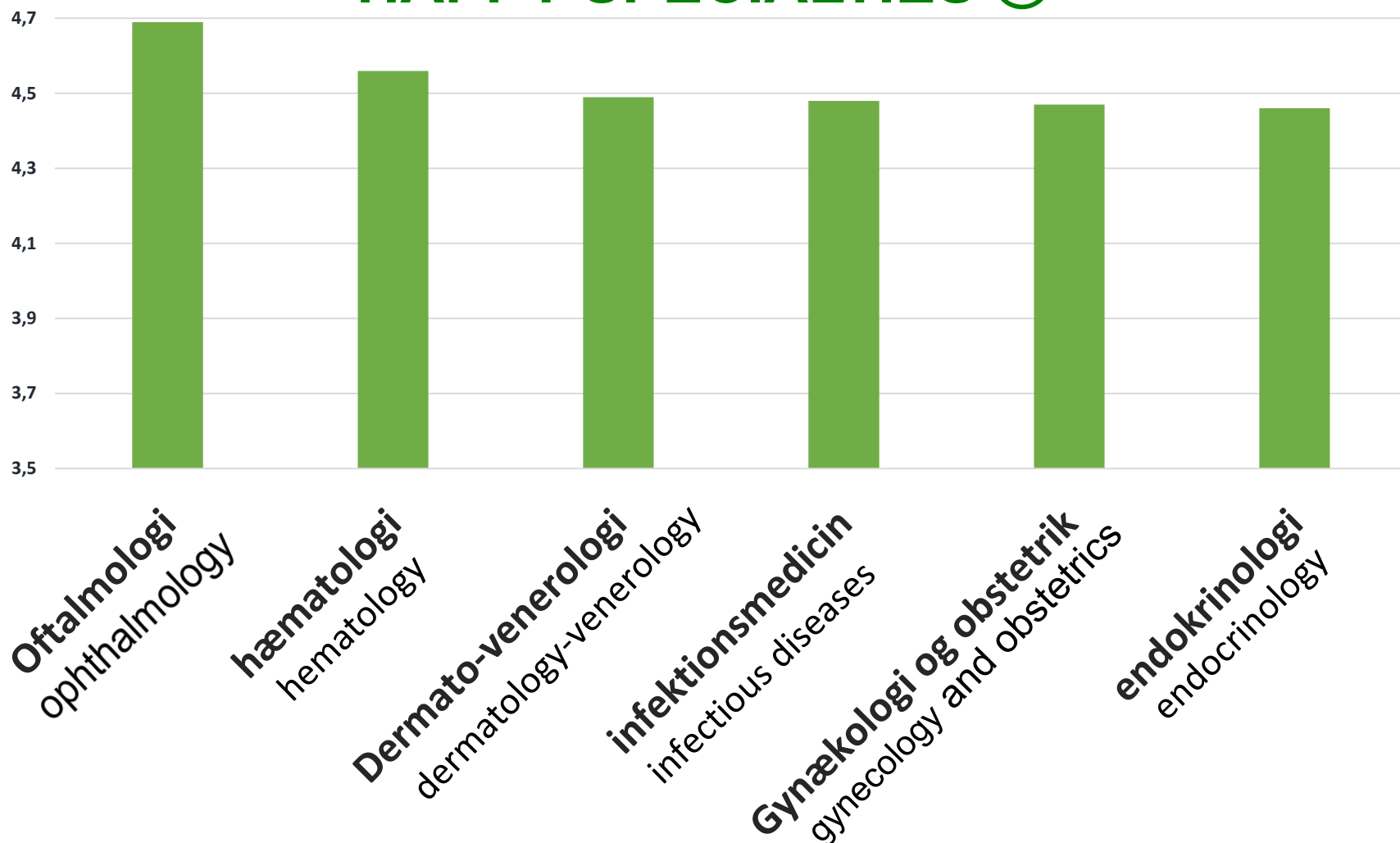
How likely are they to stay in their current job? **3.45 on a 6-point scale**



Women and men report the same result

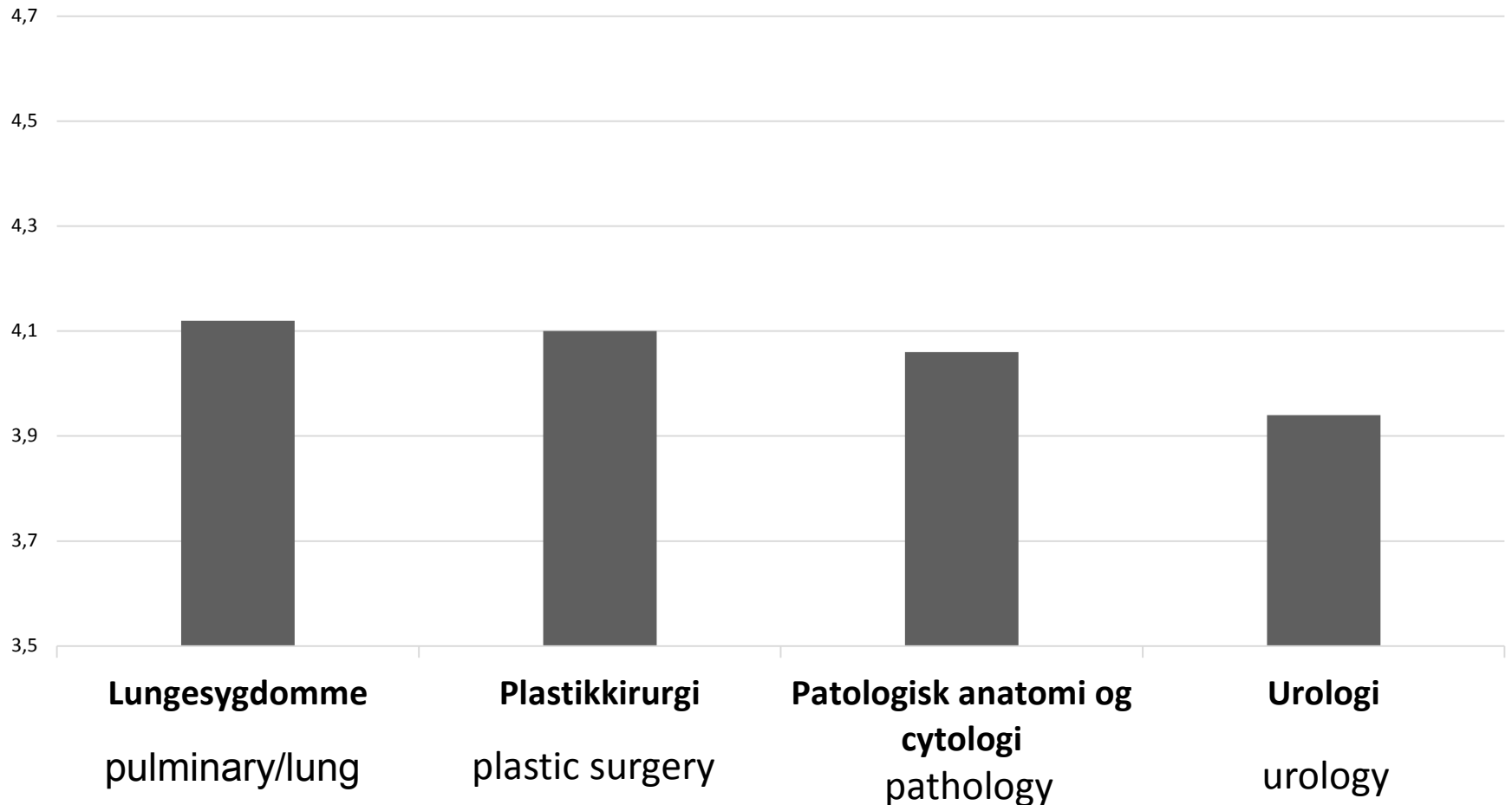
Which specialties are most satisfied with their job?

HAPPY SPECIALTIES 😊



Which specialties are least satisfied with their job?

UNHAPPY SPECIALITES 😞



Which specialties are least likely to leave their work place?



Almen medicin = family medicine / general practice (1)



Oftalmologi = ophthalmology (2)



Dermato-venerology = dermatology-venerology (3)



Endokrinologi = endocrinology (4)



Gynækologi og obstrik = gynecology & obstetrics (5)



Oto-rhino-laryngologi = (6) ear, nose, and throat



Reumatologi = rheumatology (7)

Which specialties are most likely to leave their place of work?



Urologi = urology (1)



Pædiatri = paediatrics (2)



Kardiologi = cardiology (3)



Psykiatri = psychiatry (4)



**Anæstesiologi = (5)
anaesthesiology/intensive
care medicine**



**Plastikkirurgi = plastic
surgery (6)**

What about the supervisors' clinical expertise?


Does it matter to the job satisfaction of Danish doctors if their manager is a good clinician?

NB: GPs with their own practices did not see the questions on bosses. There were 780 such respondents in the sample



Expert Clinicians matter

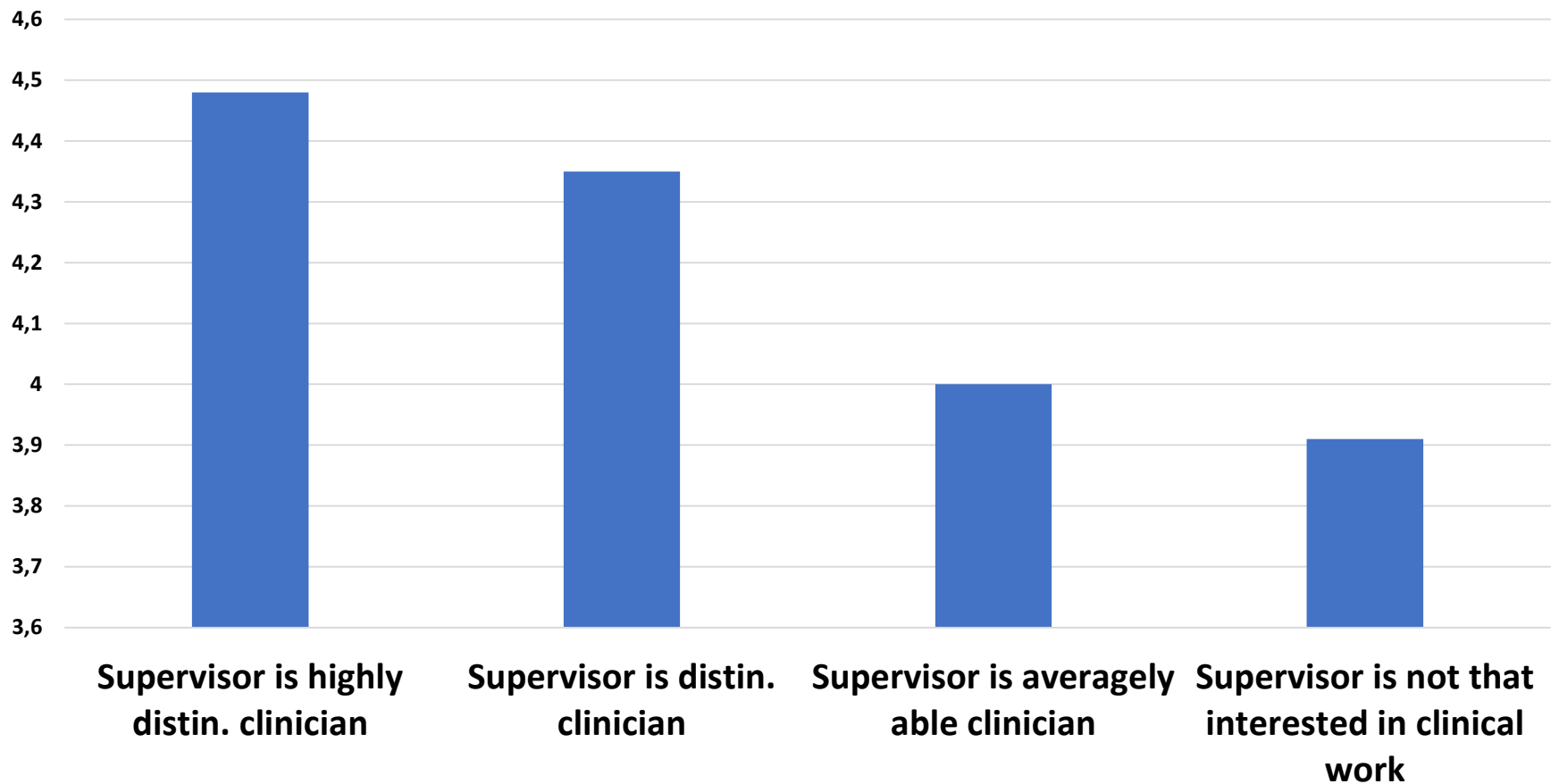
Danish doctors' also report **higher job satisfaction** if they perceive their direct supervisor (line manager) to be a **good or outstanding clinician**




This holds controlling for
position, tenure in position,
hours worked per week,
satisfaction with life, age and
gender of responding doctors

Supervisors' clinical expertise influences doctors' job satisfaction

Average job satisfaction





■ Danish doctors are also much **less likely to think about leaving their organization** if they perceive their direct supervisor (line manager) to be a good or outstanding clinician



How keen are Danish doctors to become leaders?

We asked: “Would you ever consider taking a management or leadership position in your career?”

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Leader aspiration: yes (70%)

Leader aspiration: no (30%)



What predicts doctors' willingness to take on a leadership position?

When are doctors most likely to take a leadership position?



When they can have a positive impact



If they receive leadership training



If they get paid a higher salary



Out of a sense of duty

Why are doctors less likely to take a leadership position?



Because they have less focus on clinical work



It involves more administration



There are not enough resources

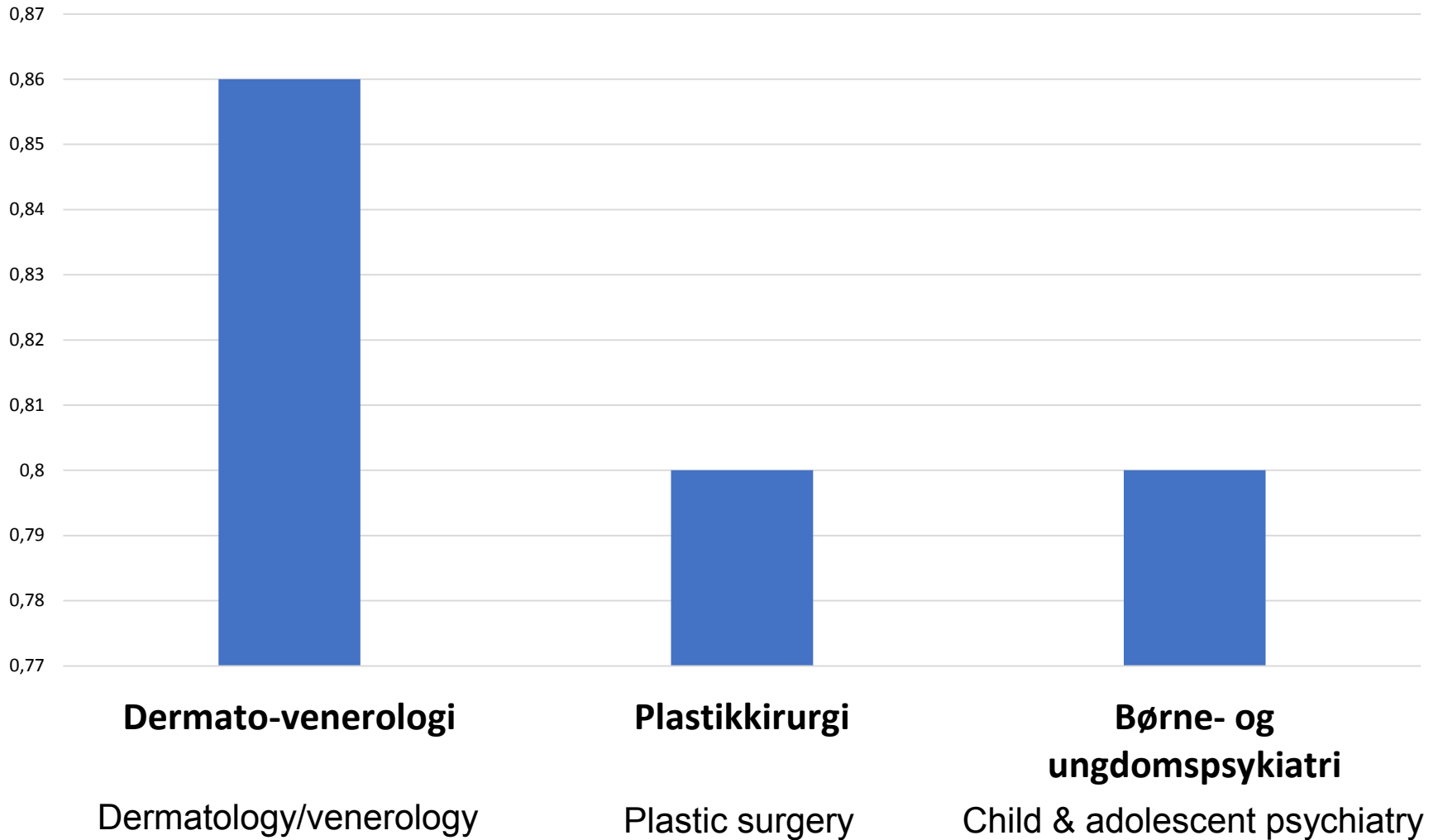


It means more hours and more stress

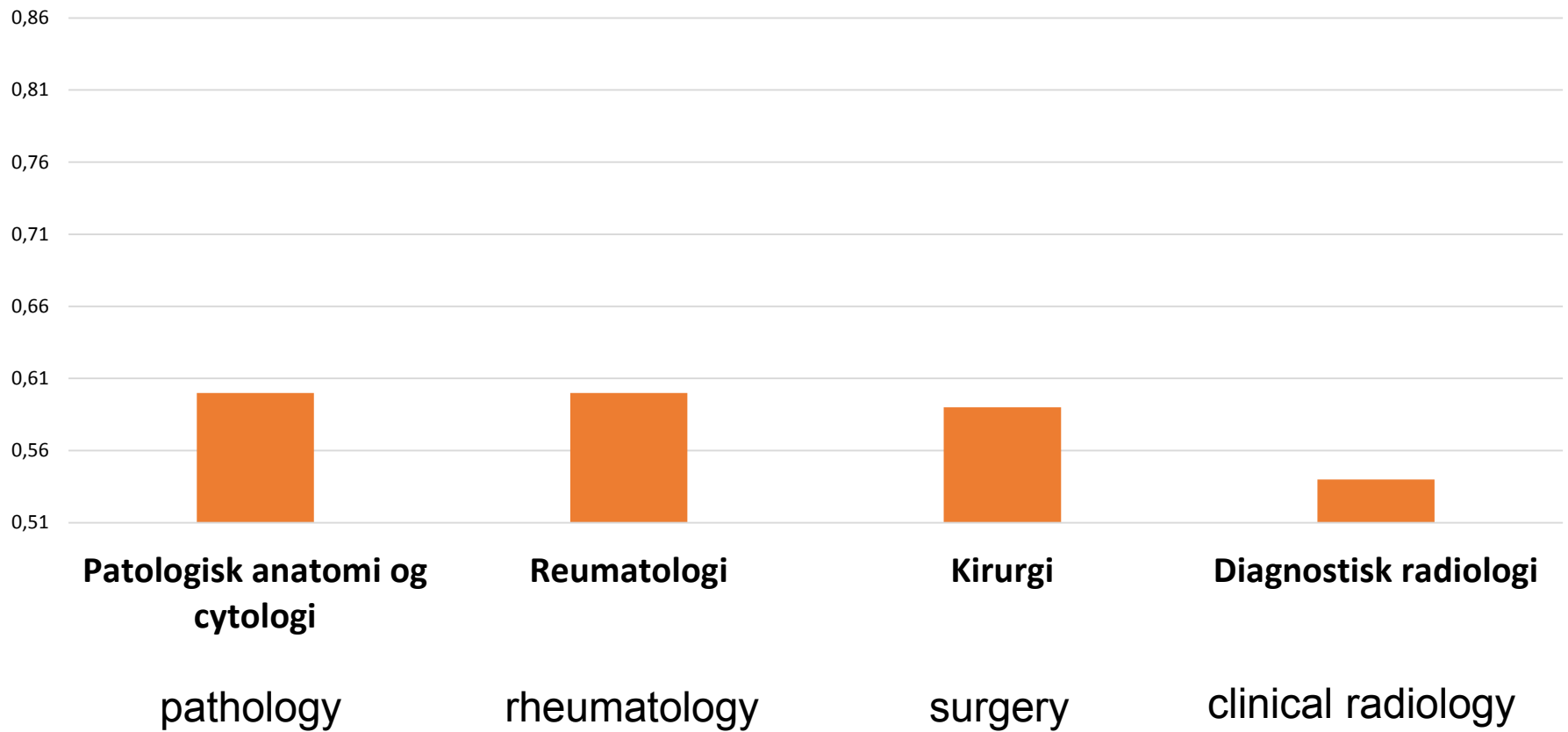


A fear of burnout

Which specialty is most likely to say “Yes” to a leadership position?



Which specialty is most likely to say “No” to a leadership position?



I hope the evidence I have presented has convinced you to think about becoming a leader in healthcare (if you are not already)





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