

<b>38 Title</b>	<b>Psychosocial work environment and prediction of job satisfaction among Swedish registered nurses and physicians – a follow-up study</b>
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Abstract	<p>In Sweden, the health care sector was subject to considerable changes during the 1990s: decreased costs, related staff redundancies and high rates of sick leave. The situation has now changed, and the sector is not facing the same all-embracing and turbulent changes. In addition, there is a shortage of nurses and physicians and a difficulty in retaining qualified staff. Regarding the psychosocial work environment, there is a lack of studies where both physicians and nurses are in focus. It is from a managerial perspective important to take a holistic approach towards questions regarding the work environment in general and the psychosocial work environment in particular. The aims of this study were to analyse similarities and differences in Registered Nurses and physicians' experience of quantitative and qualitative demands, control, role conflicts, role clarity, social support and job satisfaction in 2002 and 2009 and to analyse the stability in the prediction of job satisfaction over time. Questionnaires regarding psychosocial work environment aspects were distributed in 2002 and 2009, and a total of 860 nurses and 866 physicians answered the questionnaire. Independent t tests and linear stepwise regression analyses were conducted. The results indicate that the work environment has improved between 2002 and 2009 and that nurses experience their psychosocial working environment as more satisfactory than physicians. Social support, control, role conflicts, role clarity and qualitative demands were the best predictors of job satisfaction in 2002 and 2009. Quantitative demands did not contribute to predicting job satisfaction. Variables predicting job satisfaction are quite stable over time and are quite comparable for both nurses and physicians.</p>