

00546 **An Assessment of Team Dynamics and Job Satisfaction Among Oncology and Palliative Specialist in a Specialty Centre Providing Tertiary Healthcare in Singapore**

*Koh Rui Xuan Audrey, Yang Meijuan Grace, Teo Han Rou*

National Cancer Centre Singapore

**Aims:** This study aims to assess the team dynamics and job satisfaction among HCP of a tertiary center in Singapore through the use of a 7-point Likert scale survey (0 = strongly disagree, 7 = strongly agree).

**Methodology:** Questions were adapted from the Primary Care Team Dynamics Survey (PCTDS) and Physician Worklife Survey (PWS). PCTDS measured team dynamics with factors related to shared understanding, accountability, communication, conflict resolution, learning, teamwork and effectiveness, while PWS measured job satisfaction with factors related to work relationships, intrinsic goals, global job satisfaction, and personal time. Email invitations and up to 4 reminders to the online survey were sent to 89 oncology and palliative care specialists from National Cancer Centre Singapore over a four-week period. Responses were scaled to 100%.

**Result:** There were 57 complete responses (64% response rate). Overall, HCP had good team dynamics ( $74.6 \pm 11.2$ ) and job satisfaction ( $73.7 \pm 8.7$ ). Assessment of team dynamics showed the greatest disagreement with learning ( $64.2 \pm 15.9$ ) and greatest agreement with shared understanding ( $79.5 \pm 10.0$ ) while assessment of job satisfaction showed the greatest dissatisfaction with personal time ( $68.4 \pm 8.70$ ) and greatest satisfaction with work relationships ( $76.5 \pm 12.0$ ). There were no significant differences between oncology and palliative care specialties. Apart from personal time ( $r=0.491$ ,  $p<0.01$ ), all other factors were strongly associated with the total scores where correlation coefficients ranged from 0.763 to 0.879 ( $p<0.01$ ) and 0.737 to 0.862 ( $p<0.01$ ) for team dynamics and job satisfaction respectively.

**Conclusion:** In conclusion, encouraging work-life balance through increased personal time will likely not greatly improve job satisfaction. Instead, efforts should be focused on factors with lower scores but strongly correlated ( $r>0.7$ ) to overall team dynamics and job satisfaction, such as encouraging learning ( $r=0.779$ ,  $p<0.01$ ) and improving global job satisfaction ( $74.2 \pm 11.8$ ,  $r=0.862$ ,  $p<0.01$ ).