

Exploring the Influence of Mental Health and Safety Climate on Job Satisfaction Among Physiotherapists in Klang Valley

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Abstract

Background: Job satisfaction is a key determinant of workforce stability and quality of care among healthcare professionals. Physiotherapists are exposed to both physical and psychological occupational demands, which may influence their job satisfaction.

Objective: To examine the influence of mental health and safety climate on job satisfaction among physiotherapists in the Klang Valley.

Methods: A cross-sectional quantitative study was conducted among 200 physiotherapists using purposive sampling. Data were collected using a structured online questionnaire comprising demographic characteristics, mental health, safety climate, and job satisfaction scales. Statistical analyses included descriptive statistics, Pearson correlation, one-way ANOVA, and multiple regression using SPSS version 26.

Results: Mental health showed a moderate positive correlation with job satisfaction, while safety climate demonstrated a strong positive correlation. Multiple regression analysis revealed that safety climate significantly predicted job satisfaction ($p < 0.05$), whereas mental health did not. The model explained 67.4% of the variance in job satisfaction. No significant differences were observed across demographic variables.

Conclusion: Safety climate is a significant determinant of job satisfaction among physiotherapists. Enhancing workplace safety and organizational support may improve employee satisfaction and retention.

Keywords

Mental Health; Safety Climate; Job Satisfaction; Physiotherapists; Malaysia

1. Introduction

Job satisfaction plays a crucial role in determining employee productivity, retention, and quality of service delivery in healthcare settings. Physiotherapists, as essential members of the healthcare workforce, are frequently exposed to physically demanding tasks and emotionally stressful environments. These challenges may impact their overall job satisfaction.

Mental health is a critical factor influencing employees' ability to cope with occupational stress and maintain performance. Poor mental health may lead to burnout, reduced productivity, and dissatisfaction.

Safety climate refers to employees' shared perceptions of workplace safety policies, procedures, and practices. A positive safety climate has been associated with improved employee well-being and job satisfaction.

Despite these factors, limited research has examined their combined influence among physiotherapists in Malaysia. Therefore, this study aims to examine the influence of mental health and safety climate on job satisfaction among physiotherapists in the Klang Valley.

2. Methods

2.1 Study Design

A cross-sectional quantitative design was used.

2.2 Participants and Sampling

A total of 200 physiotherapists working in the Klang Valley were recruited using purposive sampling. Inclusion criteria included registered physiotherapists with at least one year of working experience.

2.3 Data Collection

Data were collected using a self-administered online questionnaire distributed via Google Forms. Participation was voluntary and anonymous.

2.4 Instruments

The questionnaire consisted of four sections:

1. Demographic characteristics
2. Mental Health Scale
3. Safety Climate Scale
4. Job Satisfaction Scale

All items were measured using a 5-point Likert scale.

2.5 Data Analysis

Data were analyzed using SPSS version 26. Descriptive statistics summarized participant characteristics. Pearson correlation assessed relationships between variables. One-way ANOVA tested group differences. Multiple regression identified predictors of job satisfaction.

3. Results

3.1 Demographic Characteristics: Table 1 summarizes participant demographics.

Table 1. Demographic Characteristics of Participants (n = 200)

Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	XX	XX
	Female	XX	XX
Age	20–29	XX	XX
	30–39	XX	XX
	≥40	XX	XX
Experience	1–5 years	XX	XX
	>5 years	XX	XX

3.2 Correlation Analysis: Table 2 shows correlations between variables.

Table 2. Pearson Correlation Between Variables

Variable	Mental Health	Safety Climate	Job Satisfaction
Mental Health	1		
Safety Climate	r = XX	1	
Job Satisfaction	r = XX	r = XX	1

3.3 ANOVA Results

No statistically significant differences were found in job satisfaction across demographic variables ($p > 0.05$).

3.4 Multiple Regression Analysis : Table 3 presents regression results.

Table 3. Multiple Regression Predicting Job Satisfaction

Predictor	B	SE	Beta	p-value
Mental Health	XX	XX	XX	>0.05
Safety Climate	XX	XX	XX	<0.05

$R^2 = 0.674$

4. Discussion

This study examined the influence of mental health and safety climate on job satisfaction among physiotherapists. The findings indicate that safety climate is a strong and significant predictor of job satisfaction.

A positive safety climate fosters a supportive work environment, which enhances employees’ perception of organizational care and improves satisfaction.

Although mental health was positively associated with job satisfaction, it did not significantly predict job satisfaction in the regression model. This suggests that organizational factors may play a more dominant role compared to individual psychological factors.

5. Conclusion

Safety climate significantly influences job satisfaction among physiotherapists. Healthcare organizations should strengthen workplace safety policies and promote supportive environments to enhance employee satisfaction and retention.

Figure Legends

Figure 1. Conceptual framework showing the relationship between mental health, safety climate, and job satisfaction.

Appendix / Supplementary Material

Appendix A: Questionnaire Instrument
Appendix B: Measurement Scales

References