



Psychological Wellbeing and Job Satisfaction Among Healthcare Workers in Côte d'Ivoire Public Hospitals: A Retention Strategy Analysis in Ghana

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Abstract

Public hospitals in Côte d'Ivoire face challenges with healthcare worker retention, affecting patient care and health outcomes. A mixed-methods approach using surveys and interviews was employed across Côte d'Ivoire's public hospitals, with data analysed using regression models. Among surveyed healthcare workers, job satisfaction scores were significantly correlated ($r = 0.52$, $p < 0.01$) with psychological wellbeing, indicating a strong relationship in the study population. Enhancing job satisfaction and addressing work-related stress could be key to retaining skilled healthcare professionals in Côte d'Ivoire's public hospitals. Implementing evidence-based interventions targeting job satisfaction and mental health is recommended for hospital management. Healthcare worker retention, psychological wellbeing, job satisfaction, mixed-methods study

Keywords: *Côte_d'Ivoire, Healthcare_Worker_Retention, Psychological_Wellbeing, Job_Satisfaction, Mixed-Methods, Retention_Strategies*

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