

Factors Affecting the Satisfaction of Women Employees in Health Sector: A Perception Study in Saudi Arabia [Letter]

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Dear editor

The study by Maawadh et al¹ provides valuable insights into the factors influencing women's satisfaction in the healthcare workforce in Saudi Arabia. However, there are some limitations that should be addressed to enhance the interpretation of the results.

Firstly, the study relies solely on quantitative data collected through closed-ended questionnaires, which may limit the depth and nuance of the findings. Incorporating qualitative methods, such as semi-structured interviews or focus group discussions, could provide richer insights into the subjective experiences and perspectives of women employees, allowing for a more comprehensive understanding of their satisfaction levels and the underlying factors.²

Secondly, the study focuses primarily on individual factors but does not delve deeply into the organizational and cultural contexts that may influence women's satisfaction. A more holistic approach that considers organizational policies, leadership styles, and sociocultural norms could offer a more comprehensive understanding of the challenges and enablers women face in the healthcare sector.^{3,4}

Another limitation is the lack of comparative data from other sectors or regions within Saudi Arabia. Including a comparative analysis could provide valuable insights into the unique challenges and opportunities faced by women in the healthcare sector, as well as highlight potential best practices or areas for improvement.

Furthermore, the study does not address the potential impact of the COVID-19 pandemic on women's experiences and satisfaction levels in the healthcare sector. Exploring how this unprecedented situation may have influenced women's perceptions of their work environment, opportunities, and decision-making roles would be valuable.⁵

To enhance the robustness of the findings, future research could employ a mixed-methods approach, combining quantitative surveys with qualitative interviews or focus groups.² Examining organizational and cultural factors that may influence women's satisfaction, such as leadership practices, organizational policies, and sociocultural norms, would be beneficial.^{3,4} Conducting comparative analyses with other sectors or regions within Saudi Arabia could identify unique challenges and opportunities faced by women in the healthcare sector. Additionally, exploring the potential impact of the COVID-19 pandemic on women's experiences and satisfaction levels in the healthcare workforce would provide valuable insights.⁵

Disclosure

The author reports no conflicts of interest in this communication.

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