

## The possible reasons why dentists in full-time primary employment engage in additional part-time private practice

Khalid Al-Balkhi,\* BDS, MSc

Majid Al-Mohaimed,\*\* BDS, Othman Al-Mutairy,\*\* BDS

هدفت الدراسة إلى معرفة أسباب ارتباط أطباء الأسنان ذوي عمل الدوام الكامل بعمل جزئي في العيادات الخاصة. جرى توزيع استبيان ذاتي على 46 طبيب أسنان ممن لديهم جزئي، بشكل قانوني، مسائي في القطاع الخاص إضافة إلى عملهم الأساسي. استعمل اختبار كاي المربع واختبار ماك نيمار لتحليل الحقائق ومعرفة مدى أهميتها. 95% من الأطباء كانوا متزوجين والغالبية العظمى (32.6%) لديهم ثلاثة أطفال. رضى أطباء الأسنان حول الأمور المتعلقة بالعمل المخبري والتعاون مع بقية التخصصات وتعاون المرضى واختيار أوقات العيادات وتوفر المواد السنية والسيطرة على النوعية وأخيرا العمل مع نفس المساعدة، كانت أكثر رضى وقبولا بالنسبة للعمل الجزئي مقارنة بعمل الدوام الكامل. وهذا كان له انعكاسه على كفاءة العمل بدوام جزئي مقارنة بالعمل بدوام كامل. وأكثر من نصف أطباء الأسنان (56.6%) ذكروا أنه كان لهذا تأثير إيجابي على عمل الدوام الكامل. أما بالنسبة لدخل عمل الدوام الجزئي مقارنة بدخل عمل الدوام الكامل فكان، بالنسبة لمعظم أطباء الأسنان، يمثل أقل من الربع أو من ربع إلى نصف دخل دوام العمل الكامل. أثبتت هذه الدراسة أن: (1) الرضى الذاتي لطبيب الأسنان لانجاز عمله هو السبب الأهم وراء العمل الإضافي الجزئي. (2) كان أطباء الأسنان أكثر كفاءة في عملهم الجزئي الإضافي. (3) للعمل بدوام جزئي تأثير إيجابي على عمل الدوام الكامل. (4) الدخل الأساسي لغالبية أطباء الأسنان كان من عمل الدوام الأساسي، أما دخل عمل الدوام الجزئي فكان مكملاً.

The purpose of this study was to understand the possible underlying reasons for dentists having full time job engaging in additional part-time private practice work. Self-administered questionnaires were distributed to 46 male dentists legally working evenings as part-timers in private dental clinics in addition to their full time job during the day. McNemar and Chi-square tests were used to analyze the data and identify significance findings. Out of the 46 respondents, 95% were married, with the highest percentage (32.6%) having three children. The satisfaction of the dentists with the laboratory work, collaboration with other dental specialists, patient cooperation, selection of the time of their clinical sessions, availability of dental materials, quality control and finally working with the same dental assistant, was significantly higher in their part-time jobs compared to their full-time jobs. This was significantly reflected on their efficiency in the part-time job compared to their full time job. More than half of the dentists (56.6%) reported that their part-time job had positive influence on their full time job. The part-time income in relation to the full time salary for the majority of dentists was either less than ¼ or between ¼ - ½ the salary of the full-time job. This study demonstrated that: (1) the dentist self-satisfaction in performing his work appears to be a possible significant reason for seeking part-time job; (2) dentists were more efficient in their part-time job; (3) working part-time had positive influence on the full time job; (4) the main dental income for the majority of dentists was from the full-time job, with the part-time job income as supplementary.

### INTRODUCTION

Very few articles have addressed and/or analyzed the reasons behind the decision to work part-time in private dental practices.<sup>1-13</sup> The majority of those studies were done on females, indicating that females are more likely to work part-time than males.<sup>1-8</sup> The collective reasons behind working part-time rather than full-time, were family or domestic commitments (caring for children), increasing competition in private practice, and limited amount of dental work available.

Searching the literature, no report was

found which addressed the reasons why male dentists engage in part-time private practice as part-time dental consultants in addition to their full-time primary employment. In this unique situation, it could be assumed that financial aspects or obligations, or other self-motivation factors may be possible reasons behind such engagement. However, such possible reasons need to be investigated or analyzed.

Therefore, the present study was designed to analyze the possible reasons why male dentists in full-time primary employment engaged in additional part-time private practice.

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\*Associate Professor in Orthodontics

College of Dentistry, King Saudi University

\*\*General Practitioner

Ministry of Health

Address reprint requests to:

Dr. Khalid Al-Balkhi

Department of Preventive Dental Sciences

College of Dentistry, King Saud University

P.O. Box 60169, Riyadh 11545, KSA

Email: kbalkhi@ksu.edu.sa

## MATERIALS AND METHODS

Self-administered questionnaires were distributed and collected by hand from 46 Saudi male dentists legally working as part-time dental consultants in private practices or hospitals in addition to their full-time primary employment as clinicians and academicians in their hospitals or dental college in Riyadh City. The questionnaires included, personal data of the participant (eg. marital status, number of children, salary), dentist opinion regarding working satisfactions and work efficiency. McNemer and Chi-square tests were used for the data analysis. The significant level was set at 5%.

## RESULTS

All 46 distributed questionnaires were returned. The age of the respondents ranged between 27 and 58 years with an average of 36.7 years. Only 4.3% of the surveyed dentists were single and 95.7% were married, with the highest percentage of the dentists (32.6%) having 3 children. With regards to the monthly salary of the full-time job, 34.8% of the dentists received less than 15,000 Saudi Riyals (SR), 34.8% received between 15,000 – 20,000 SR, and 30.4% received more than 20,000 SR (Table 1).

### Variables related to professional job satisfaction

The satisfaction results for each factor in comparison between part- and full-time jobs were as follows:

#### 1. Laboratory work (Table 2)

In the full-time job 56.5% of the respondents were satisfied and 34.8% were not satisfied. In the part-time job 93.5% were satisfied, and 6.5% were not satisfied. The remaining did not respond to this variable.

The satisfaction of the dentists with the received laboratory work in their part time jobs was higher compared to that of their full time jobs and the difference was statistically significant ( $P = 0.001$ ).

#### 2. Collaboration with other dental specialists (Table 2)

In the full-time job 71.7% of the dentists were satisfied, 23.9% were not satisfied. In the part-time job 91.3% were satisfied and 6.5% were not satisfied. The remaining did not reply.

The satisfaction of the dentists with the collaboration with other dental specialists in their part-time jobs was statistically significantly higher compared to that of their full time jobs ( $P < 0.0005$ ).

#### 3. Patient's cooperation (Table 2)

Half of the respondents (50%) were satisfied with patients cooperation in the full-time job compared to 91.3% in the part-time job and the difference between the two was statistically significant ( $P=0.025$ ).

#### 4. Selecting the number or the time of clinical sessions (Table 2)

Of the respondents, 45.7% were satisfied with selecting the number or the time of their clinical sessions in the full-time job compared to 97.8% in the part-time job and the difference between

**Table 1.** The percentage of marital status, number of children and full-time monthly salary

Marital status (%)		Number of children (%)									Full-time monthly salary (%)		
Single	Married	0	1	2	3	4	5	6	7	<15000	15000 - 20000	>20000	
4.3%	95.7%	8.7	17.4	10.9	32.6	8.7	13	6.5	2.2	34.8	34.8	30.4	

**Table 2.** Variables addressing work satisfaction in percentage

Variable	Full Time			Part-Time			P
	Satisfied %	Non-satisfied %	No response %	Satisfied %	Non-satisfied %	No response %	
Laboratory work	56.5	34.8	8.7	93.5	6.5	-	0.001
Collaboration with other specialists	71.1	23.9	4.4	91.3	6.5	2.2	0.0005
Patient cooperation	50	50	-	91.3	6.5	2.2	0.025
Selecting of time of clinical sessions	45.7	52.2	2.1	97.8	-	2.2	0.015
Selecting the type of clinical sessions	45.7	54.3	-	89.1	8.7	2.2	0.064
Standard of quality control	69.6	30.4	-	97.8	2.2	-	0.0005
Continuity of dental assistant	65.2	32.6	2.2	93.5	4.3	2.2	0.0005

the two was statistically significant ( $P=0.015$ ).

##### 5. *Selecting the number or the type of cases* (Table 2)

Of the respondents, 45.7% were satisfied with selecting the number or the type of their clinical cases in the full-time job compared to 89.1% in the part-time job. The difference between the two was not significant ( $P = 0.064$ ).

##### 6. *Availability and selection of dental materials* (Table 2)

Of the respondents, 56.5% were satisfied with the availability and selection of dental materials in their full-time job compared to 95.6% in the part-time job and the difference between the two was statistically significant ( $P = 0.002$ ).

##### 7. *Standards and quality control* (Table 2)

Of the respondents, 69.6% were satisfied with the quality and standard of provided treatment in their full-time job compared to 97.8% in the part-time job,

and the difference between the two was significant ( $P<0.0005$ ).

##### 8. *Continuity of dental assistant* (Table 2)

Of the respondents, 65.2% were satisfied with selecting and maintaining the same dental assistant, in their full-time job compared to 93.5% in the part-time job and the difference between the two was statistically significant ( $P < 0.0005$ ).

Comparing part-time and full-time monthly incomes showed that the income of the part-time job was either less than  $\frac{1}{4}$  or between  $\frac{1}{4} - \frac{1}{2}$  the salary of the full time job for the majority of cases ( $P < 0.0005$ ) as shown in Figure 1.

Over half of the participants (56.6%) indicated that their part-time job positively affected their full-time job, whereas only 13% reported negative effect ( $P<0.05$ ) as shown in Figure 2.

The efficiency in the part-time and full-time jobs is shown in Figure 3. Nearly 33% of the dentists were more efficient in their part-time job compared to 17.4% in

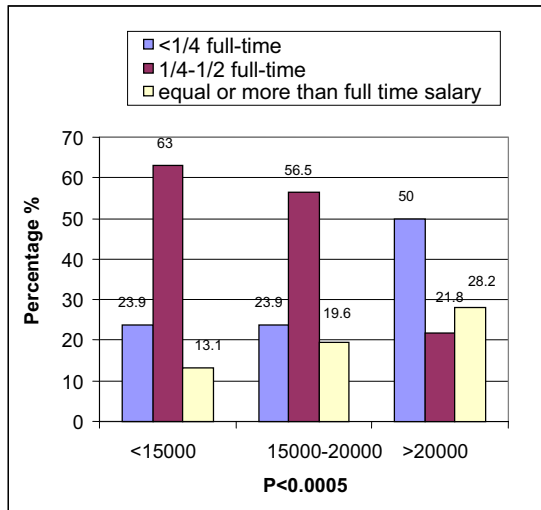


Fig. 1. Part-time income in relation to full-time salary.

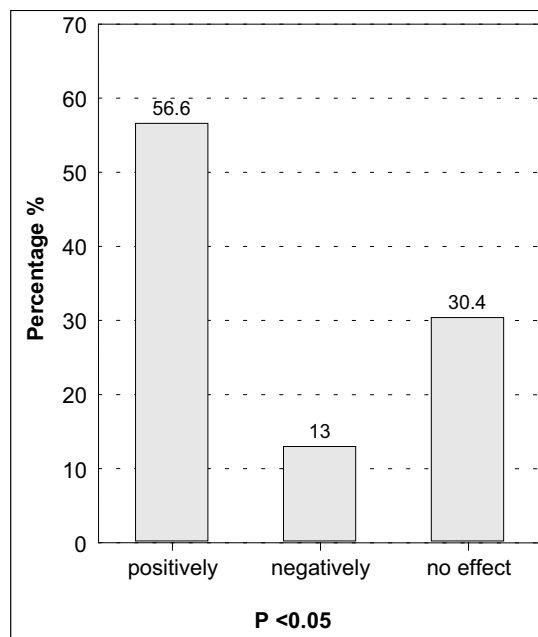


Fig. 2. The effect of part-time upon full-time work.

their full-time job ( $P < 0.001$ ). The efficiency of the dental assistant was more (43.5%) in the part-time job compared to the full-time job (15.2%) ( $P = 0.001$ ). The efficiency of laboratory work was higher (54.4%) in part-time than full-time jobs (8.7%) ( $P < 0.0005$ ). The efficiency of material used was more (45.2%) in part-time than full-time jobs (8.7%) ( $P < 0.0005$ ). The

efficiency of referral system with other specialties was higher (50%) in part-time than full-time jobs (21.7%) ( $P = 0.035$ )

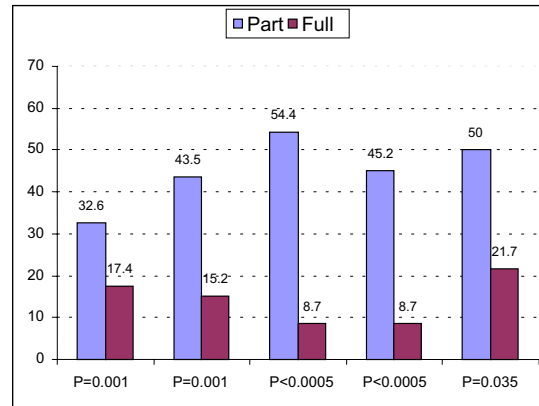


Fig. 3. The efficiency in both part and full time jobs.

## DISCUSSION

Comparing the findings of the present study to the findings of reported studies may not be applicable.<sup>1-13</sup> Since the participants in the present study were only male dentists, who have full-time job and are legally working as part-time dental consultants in private dental practices or hospitals which is not the case with all reported studies in the literature.

The result of the present study revealed that there was no significant correlation between the number of children in the family and working additional part-time job, although most of the participants were married. On the other hand, the amount of full-time salary (whether it was less than 15,000 or between 15,000-20,000 or above 20,000 Saudi Riyals), did not appear to be significantly correlated with dentists working additional part-time job. The salary from the full-time job was the main source of income while the part-time income was as supplementary. Therefore, when considering all those points, it seems that, for the majority of the participants the financial aspect or obligations may not be the main reasons

for seeking additional part-time jobs in private dental practices.

The dentists were highly efficient and satisfied with their work in their part-time jobs compared to their full-time jobs. The laboratory work, cooperation of other specialties (collaboration or referral system), patient compliance, selection or timing of clinical sessions, availability of dental materials, treatment standard, and working with the same dental assistant all were significantly satisfactory in their part-time job. This could be related to the following possible reasons:

1. The part-time jobs in private dental practices are profitable organizations, whereas the full-time jobs are governmental / academic institutions which are not profitable organization.
2. Private practices are usually administratively simple and small institutions, whereas government / academic institutions are usually administratively very complex and large institutions.

These two reasons may logically dictate that there should be a big difference in the way the administrative, decision making, efficiency and control of the work are performed by the dentist. In private practices things may be simpler and more straight forward, which allow the dentist to control his work more carefully and become more satisfied and efficient with his work outcome.

### CONCLUSIONS

This study demonstrated that:

1. The dentist self-satisfaction in performing his duties appeared to be a significant reason for seeking part-time job.
2. Dentists were more efficient in their part-time job.
3. Working part-time had positive influence on the full-time job.
4. The main dental income for the majority of dentists was from their full-time job, with the part-time job income being supplementary.

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