Session: Human service organizations and intellectual disabilities – ORGID

*Abstract 2*

**Title**

Sources of job satisfaction among professionals in intellectual disability services

**Abstract**

This presentation explores sources of job satisfaction among human service professionals working with people with intellectual disabilities. We also explore in what way the organizational context influence these experiences. The data is generated from a larger web survey. A questionnaire was distributed to 640 participants of which 421 answered a standardized question, which yield a response rate on 67 % and 335 respondents answered an open-ended question (52 %), which generated a total of 547 written excerpts. Drawing upon both quantitative and qualitative data a content analysis was used. In order to complement the qualitative analyses descriptive numerical analyses was used. Even though the data shows that the respondents experience heavy work load and psychological strains the vast majority report high ratings on work satisfaction. We argue that it is a fundamental aspect of professionalism to handle this plurality within a specific organizational context. The content analysis revealed that sources of job satisfaction irrespective of organization, is categorized in five different core categories; target group, social rewards, social relations, professional core mission and results/outcomes. We also present and analyze organizational differences in relations to how the response rates are distributed between the five categories.

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