

working in health centres were highly satisfied (34.6%) compared to those who were working in health stations (22.2%) or those working in hospitals (9.1%). Age and years on job had significant ($p = 0.025$, $p = 0.033$), but negative correlation with performance, while marital status had statistical significant association ($p = 0.036$) with job satisfaction. Some intrinsic variables; motivation, role perception and task along with extrinsic variables such as managerial style, promotion opportunity, recognition, institutional goal, and supervision were found to have positive significant relations with both job satisfaction and work performance (goal attainment) but the levels of relationship were found weak to moderate. Managerial style (Beta = 0.3751) and recognition (Beta = 0.2649) were the only two significant variables which were related to work performance, while 30.03 percent of the total variation in value of job satisfaction were explained by managerial style (Beta = 0.3628) and promotion opportunity (Beta = 0.3222).

Finally, there was a significant but weak correlation ($r = 0.19$, $p = 0.02$) between job satisfaction and work performance. The results of this study indicated that factors such as managerial style and recognition that were significantly related to work performance and managerial style along with promotion opportunity which also significantly related to job satisfaction be addressed with effective measures by responsible policy makers, health planners, and administrators.