Dental assistants are more satisfied with their job when working in environments with a favorable workplace culture, ample opportunities for growth and advancement, effective communication within the practice, work-life balance, alignment with practice philosophy, and fair pay.

**RESULTS**

- **Job Satisfaction**: Positive workplace culture, helping patients improve oral health, and good work-life balance were more likely to work in a workplace with:
  - Positive workplace culture (OR=2.46, 95% CI=2.1-3.78)
  - Opportunity for growth and advancement (OR=2.11, 95% CI=1.51-2.96)
  - Good communication in the practice (OR=1.69, 95% CI=1.32-2.14)

- **Job Dissatisfaction**: Insufficient pay, overworked, and negative workplace culture

**Data Sources**

- Utilized cross-sectional data collected through an online survey of US dental workforce in 2019
- 2,945 survey respondents who reported current employment in dentistry

**Methods**

- **Descriptive analyses**: to understand differences in job satisfaction among DAs
- **Multivariable logistic regressions**: to explore the relationship between workplace factors and job satisfaction

**Characteristics of Job Satisfiers vs. Dissatisfiers**

- **Satisfied Group**: Very Satisfied (scored 8-10); Somewhat Satisfied (scored 6-7)
- **Dissatisfied Group**: Very Dissatisfied (scored 2-3); Somewhat Dissatisfied (scored 1-5)

**Figure 1**: Workplace Factors Contributing to Job Satisfaction/Dissatisfaction

**Figure 2**: Adjusted Associations Between Workplace Factors and Job Satisfaction

**Implications**

- DAs are more satisfied with their job when working in environments with a favorable workplace culture, ample opportunities for growth and advancement, effective communication within the practice, work-life balance, alignment with practice philosophy, and fair pay.
- Study findings emphasize the need to identify strategies for improving workplace environments and promoting well-being and retention of DAs.
- More comprehensive understanding of diverse workplace factors influencing job satisfaction can also guide initiatives to reduce attrition, turnover, and shortages in the oral health workforce.