Workplace factors such as positive workplace culture, practice philosophy, and growth opportunities were associated with job satisfaction and may contribute to dental hygienists’ job performance and well-being.

**RESULTS**

- Regression analysis found positive and statistically significant associations of high levels of job satisfaction with:
  - Positive workplace culture (OR=0.72, 95% CI=0.56-0.99)
  - Practice philosophy (OR=0.26, 95% CI=0.13-0.51)
  - Opportunity for growth and advancement (OR=2.16, 95% CI=1.42-3.29)
  - Fair pay (OR=2.16, 95% CI=1.14-3.29)

**IMPLICATIONS**

- Workplace factors, including positive workplace culture, practice philosophy, growth opportunities, fair compensation, and effective communication within practices, contributed to higher job satisfaction among DPs.
- Dental practices can support positive workplace environments by ensuring fair compensation and benefits, offering flexible working hours for work-life balance, and providing professional development opportunities to enhance job satisfaction.
- These approaches are essential for addressing workforce shortages, maintaining a resilient oral health workforce, and enhancing the quality and delivery of dental services.

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**REFERENCES**