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Motivation in Healthcare Personnel

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Motivation in Healthcare Personnel

Jessica Horton
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Intrinsic

- Patient outcomes
- Recognition
- Humanitarian
- Moral ethics

Extrinsic

- Career advancement
- Monetary gain
- Workplace environment
- Accessibility

Organizational and Leadership Roles

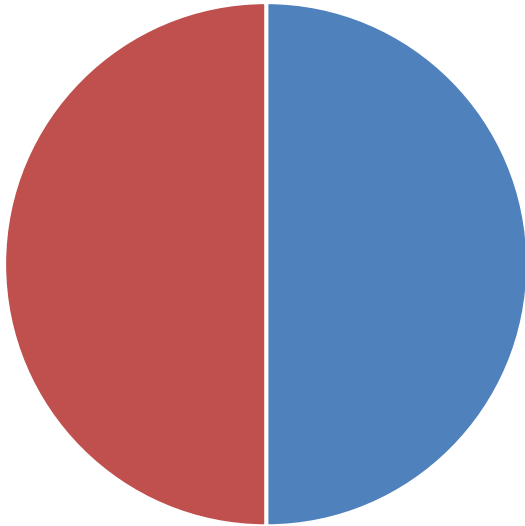


Image from flickr.com

- ✓ Work/life balance
- ✓ Salary
- ✓ Career advancement
- ✓ Flexibility

Results

40-50% of healthcare personnel report burnout and staff shortages



Top Motivators:

Intrinsic- helping others

Extrinsic- rewards-
specifically career
advancement

Results

Job satisfaction &
motivation

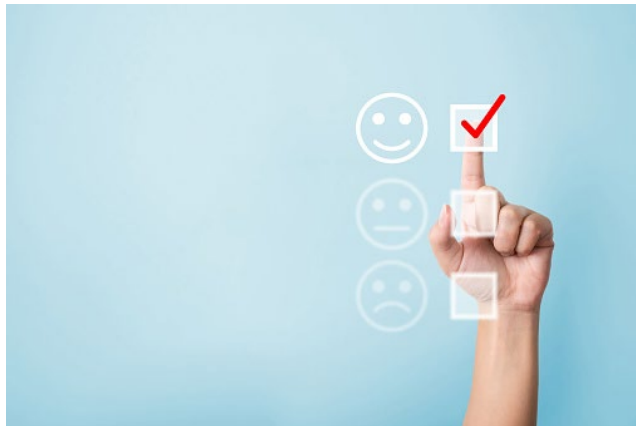


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Job satisfaction



Motivation



Conclusion

Organizations that combine financial and nonmonetary = best for motivation

Organizational motivational changes are more effective than individualized changes

Extrinsic financial rewards can lower the level of intrinsic motivation

References

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