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Exploring factors affecting the motivation and job satisfaction of nurses in rural Nepal

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Delivery of good quality health services depends on motivated, satisfied health workers. Motivation and job satisfaction are also key predictors of intention to leave the workplace. We present the results of our qualitative study of nurses in the rural Nepal, exploring factors affecting their motivation. We took a qualitative case study approach, with the health institution as the case and hypothesized that remoteness affects motivation, satisfaction and intent to leave. Therefore, we sampled three health facilities that were remote, and two that were less remote. We conducted semi-structured interviews with nurses, and with in-charges. Focus group discussions were also held with health management committees, and women's groups. Motivation appears to be affected by length of time working as a health professional, job security, community support and support of colleagues. Nurses are de-motivated if they cannot implement their skills and if infrastructure prevents them from providing good care. Nurses may be motivated while being paid low salaries and having restricted terms and conditions, but participants felt that this could not continue in the long term and nurses should be fairly compensated for their efforts. Motivated health workers need to be fairly compensated for their work and they should work in an environment that supports and encourages them to expend effort to meet the goals of the organization. We found that motivation concerns broader issues than monetary compensation, and the keenness found in younger nurses should be cultivated and maintained throughout their career.

Biography

Rita Thapa Budhathoki has completed her Master's degree in Social Science. She has been working in Public Health Research in Nepal specially focusing on Maternal and Newborn Health since 2003. She has presented various papers in national and international conferences and published research articles related with Reproductive Health in various national and international journals. Currently, she is working at Nick Simons Institute.

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