JOB MOTIVATION

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BACKGROUND OF THE STUDY

Nursing Personnel form a large work force in the hospital and motivation plays an important role in retaining them and thereby enabling the organization to attain its goals.

Four central domains namely work content, working conditions, social and labor relations, and conditions of employment, which possibly will increase or diminish the work motivation of nurses. Thus, motivation plays a major role in ensuring the smooth functioning of the patient services.

NEED FOR THE STUDY

According to a 2012 survey conducted in Indian Hospitals, it was found that there was a shortage of 50% of Nursing Personnel in India. Inadequate motivational strategies such as low pay, low incentives, and poor recognition for work, long working hours and lack of autonomy in patient care services have all led to the Brain-Drain phenomenon that has caused the migration of nurses to other countries thereby resulting in a low retention in hospitals at India.

This will also affect the patient care services in the long run. Thus, from the point of view of a nursing manger, it becomes her sole responsibility in assessing the motivation level of Nurse Personnel at regular intervals to ensure the satisfaction of staff at work and to offer promotional measures for the personal and professional development of Nurses.

STATEMENT OF THE PROBLEM

A study to assess the level of job motivation among Nursing Personnel at selected hospitals, Chennai.

OBJECTIVES

The objectives of the study are to

1. Assess the level of job motivation among Nursing Personnel.
2. Associate the level of job motivation among Nursing Personnel with the selected demographic variables.

METHODOLOGY

Research Design

A quantitative descriptive design was selected for this study. The survey approach was used.

Sample

All the Nursing Personnel employed were selected, both males and females who fulfill the inclusion criteria.

Sample Size

The sample size was 30.

Sampling Technique

Convenience sampling technique, a type of non-probability sampling was used.

Development and Description of the Tool

The instrument is divided into two parts.

1. PART-A: socio –demographic variables
2. PART-B: Motivation at work scale

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PART-A: Socio Demographic Variables

The socio demographic variable consists of Age, Gender, Income, Marital Status, Unit of Work, Education, and total years of experience in Nursing

Part-B: Motivation at Work Scale

The motivation at work scale was used to assess the level of job motivation. It was 11 item scale.

Tool Description

The motivation at work scale was developed by Deci and Ryan in the year 2005. It consisted of 11 items which was graded on a 7 Likert scale.

Score Interpretation:
68 – 77 – Very High Motivation
58 – 67 – High Motivation
48 – 57 – Satisfactory Motivation
38 – 47 – Low Motivation
37 and less – Very Low Motivation

Ethical Consideration

Formal permission was obtained from Saveetha Medical College Hospital, Chennai. The participants were clearly explained about the purpose of the study. Formal written consent was taken from the participant's parents. Confidentiality was maintained.

Data Collection Procedure

The data collection was carried for 6 days at the selected hospital; samples were selected using Convenience sampling technique.

RESULTS

1. Among the study participants about 63% were aged between 20-24 years
2. Female contributed to 77%
3. 37% of them were working in wards
4. Nearly 83% of them earn Rs.5000-10,000
5. About 77% have 1-5 Years of experience
6. Among the study participants out of 30 subjects, 10% had high level of motivation, 43.3% had satisfactory level of motivation, 33.3% had low level of motivation and 13.3% had very low level of motivation.
7. Association of demographic variables with level of job motivation among Nursing Personnel reveals that, the level of job motivation has statistical significance with personnel with the following selected demographic variables. (i.e.) the age, unit of work, income, education and total years of experience in Nursing had statistical significance at $P<0.05$.

Frequency and Percentage distribution of the level of Job Motivation among nursing personnel

(N=30)

S.No	Level of Motivation	Frequency	Percentage %
1.	Very High	-	-
2.	High	3	10
3.	Satisfactory	13	43.3
4.	Low	10	33.3
5.	Very Low	4	13.3

Percentage Distribution of Level of Job Motivation Among Nursing Personnel
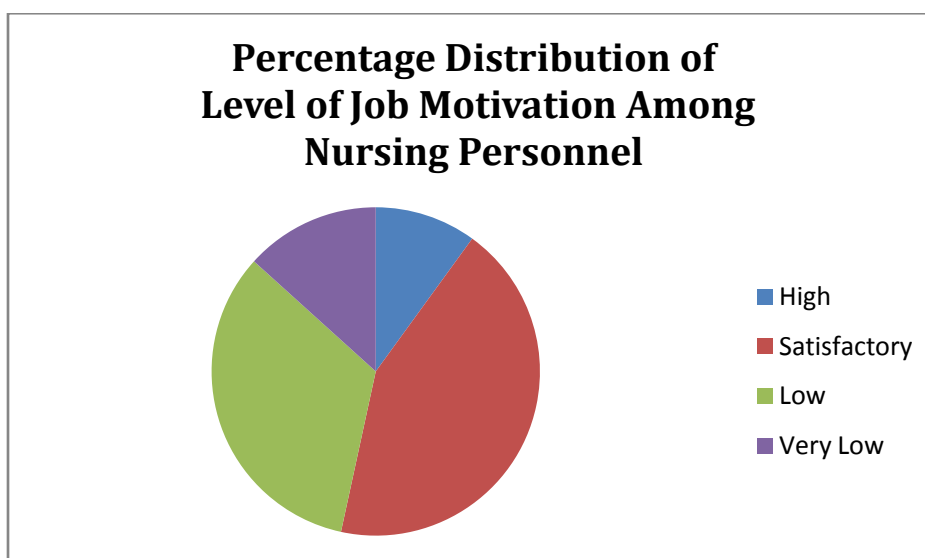
Association Of Demographic Variables With Level Of Job Motivation Among Nursing Personnel

Association of demographic variables with the level of job motivation among nursing personnel reveals that, the level of job motivation has significance with nursing personnel with the following selected demographic variables. (i.e.) Age, unit of work, income, education and total years of experience in Nursing had statistical significance at P<0.05.

DISCUSSION

Out of 30 subjects, 10% had high level of motivation, 43.3% had satisfactory level of motivation, 33.3% had low level of motivation and 13.3% had very low level of motivation.

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ANSWERS FOR MULTIPLE CHOICE QUESTIONS

1. Flavi virus fibricus
2. 5 to 15 days
3. Kyasanur forest disease
4. Steroids and   aspirin
5. Tetracycline sulfonamide
6. Rota virus vaccine
7. Vibrio chloerae
8. Wuchereria bancrofti, brugia malayi, brugia timori
9. Break -bone fever
10. After 3 Years

ANSWERS FOR JUMBLED LETTERS

1. Dichloro diphenyl tricholoroethane
2. Faeco-oral-route
3. Primaquine
4. Aedes aegypti mosquito
5. Bubonic plague
6. Wuchereria bancrofti
7. Malathion
8. Diethyl carbamazine
9. Gambusia fish
10. Enteric fever