

**" THE IMPACT OF A MOTIVATIONAL INTERVENTION TO
IMPROVE THE WORKING LIVES OF HEALTHCARE
WORKERS "**

Abstract :

The study's goal is to determine how well an intervention designed to boost healthcare employees' morale performs in the workplace. Motivating doctors and nurses is essential for retaining them in the workforce. This leads to better health outcomes for patients and more productivity within healthcare organisations. Financial incentives, social ties, intellectual stimulation, a sense of agency, and a desire to make a difference are some of the most prominent sources of motivation in the nursing profession. Patient outcomes might range from being satisfied with care provided to experiencing symptoms, sickness, and even death. For this study, we relied on the qualitative research approach. This approach allowed the researcher to inductively explore the association between intrinsic motivation and job performance. The questions that can be answered by qualitative research include: who is affected, why, what factors are at play, and whether or not people react or respond similarly. In order to properly characterise, analyse, and explain the relationship between health workers' intrinsic motivation and their performance on the job. In Ghana, a worker's motivation is a major role in their output on the job. Healthcare workers discovered that both intrinsic and extrinsic incentive strategies had an impact on the performance of paramedics and medics. Employees who are psychologically and physically well, as well as socially aware, are more likely to be motivated to give their jobs their full attention, which is crucial to the success of any business.

Keywords: motivation, working lives, healthcare workers.

المخلص:

الهدف من الدراسة هو تحديد مدى جودة التدخل المصمم لتعزيز الروح المعنوية لموظفي الرعاية الصحية في مكان العمل. تحفيز الأطباء والممرضات ضروري للاحتفاظ بهم في القوى العاملة. وهذا يؤدي إلى نتائج صحية أفضل للمرضى وزيادة الإنتاجية داخل مؤسسات الرعاية الصحية. تعتبر الحوافز المالية، والروابط الاجتماعية، والتحفيز الفكري، والشعور بالوكالة، والرغبة في إحداث فرق من أبرز مصادر التحفيز في مهنة التمريض. قد تتراوح نتائج المريض من الرضا عن الرعاية المقدمة إلى المعاناة من الأعراض والمرض وحتى الموت. في هذه الدراسة، اعتمدنا على نهج البحث النوعي. سمح هذا النهج للباحث باستكشاف الارتباط بين الدافع الداخلي والأداء الوظيفي بشكل استقرائي. تشمل الأسئلة التي يمكن الإجابة عليها عن طريق البحث النوعي: من المتأثر، ولماذا، وما هي العوامل المؤثرة، وما إذا كان الناس يتفاعلون أو يستجيبون بشكل مشابه أم لا. من أجل توصيف وتحليل وشرح العلاقة بين الدوافع الذاتية للعاملين الصحيين وأدائهم في العمل بشكل صحيح. في غانا، يعد دافع العامل دورًا رئيسيًا في إنتاجه في الوظيفة. اكتشف عمال الرعاية الصحية أن استراتيجيات الحوافز الداخلية والخارجية كان لها تأثير على أداء المسعفين والمسعفين. من المرجح أن يكون الموظفون الذين يتمتعون بصحة نفسية وجسدية، فضلاً عن الوعي الاجتماعي، أكثر تحفيزًا لإعطاء وظائفهم اهتمامهم الكامل، وهو أمر حاسم لنجاح أي عمل تجاري.

الكلمات المفتاحية:

الدافع، حياة العمل، العاملين في مجال الرعاية الصحية.

Introduction:

Motivating employees is essential for a successful business. Motivation can be defined as the inner forces that cause an individual to exert maximum, focused, and sustained effort toward a set objective. In most circumstances, people act in a certain way because they are driven to do so by a desire to see an unmet need satisfied. But it's not only something people have inherently; it's also a social incentive. Individuals' actions are guided by this inborn psychological mechanism. In addition, connect inspiration to results in the workplace. Effective, efficient, accessible, viable, and high-quality services provided by healthcare professionals who are technically driven by motivation are crucial to achieving health objectives in a population. Today, employees' desire to work for and remain with a company is directly proportional to the level of motivation the company provides (Aly,2016).

Moreover Motivation refers to the external state that inspires a particular conduct and the corresponding internal responses that disclose that behaviour. A worker's motivation can be defined as the impetus behind their actions on the job, which directs their efforts toward the achievement of organisational objectives. Employee motivation is the end result of a complex interplay between the worker (an internal psychological process), the workplace (a transactional process), and the social setting (Baljoon,2018).

If the incentive packages are lucrative and in line with the ability to address the demands of the individual, then everyone should put out their best effort. While financial incentives play a significant role in attracting and retaining healthcare professionals, especially nurses, in healthcare institutions and other job posts, other factors are just as important. There are unique aspects to the healthcare profession that can't be disregarded, and intrinsic motivation has the potential to play a crucial part in addressing many of the most pressing problems in healthcare today. Management of a diverse workforce compounds the challenge of modern-day motivational campaigns, which are already complicated by the financial ties that bind system users (doctors, patients, and hospitals) to the system. Developing the workforce appears to be an important aspect of health policy development, since some studies have argued that health organisations encounter external constraints that cannot be properly managed without adequate adjustments to the staff. Policy that emphasises intrinsic motivation is a driving force behind healthcare's constant evolution and improvement. As a result of their labour, their pay, and the organisational and system setting in which they operate, health workers in Africa face a hierarchy of incentives and disincentives. In general, incentive packages aim to persuade service providers to supply a certain set of services, promote cost reduction, aid in the recruitment and retention of workers, boost productivity and service quality, and facilitate efficient administration(Kantek,2015).

Consequently, motivation is the willingness to exert effort in pursuit of a goal or reward in order to alleviate the tension generated by a need. Human capital is the most valuable asset of any health care system. This resource, specifically the nursing section, works directly with patients (patients). Once nurses are motivated, their job output increases, resulting in better patient outcomes. In recent years, it has become increasingly apparent that enhancing the motivation of medical staff must be at the centre of any long-term strategy to improve patient outcomes (Ojaka,2014).

Problem statement:

Work motivation is a significant indicator of how healthcare workers react to new difficulties and demands in the workplace. Getting inspired to take action and maintain momentum until the task is completed is considered to be the first step in the motivational process. It prompts actions that lead to the desired outcomes. An individual's motivation can be defined as "the force within that influences or directs behavior," which is a definition that acknowledges motivation's complexity and multifaceted nature (Lu,2019) .As a result, it is crucial to keep medical professionals inspired in order to keep them on staff. As a result, patient outcomes and the efficiency of healthcare systems both improve. Some of the most common types of motivation in the nursing profession include financial incentives, social connections, intellectual stimulation, a sense of agency, and the desire to make a difference. Some examples of patient outcomes in the healthcare setting include happiness with care, quality of life, symptoms, illness, and death.

Aim of the study:

The purpose of this research is to evaluate the effectiveness of a motivational intervention in enhancing the working life of healthcare workers.

LITERATURE REVIEW:

According to Herzberg's thesis, factors that lead to job satisfaction are diametrically opposed to those that lead to unhappiness. Herzberg conducted a study with a group of CPAs and engineers and found that workers are affected by two factors: incentives and working conditions. Job satisfaction results when an individual's motivators, such as mastery, approval, independence, and autonomy, are met. According to Herzberg, intrinsic job factors, as opposed to "carrot and stick incentives," are what truly motivate people. They make up what a body requires to develop and gain status. It's not so bad when these things aren't present, but they really help people get pumped up and work hard when they are. As a result, we refer to them as gratifiers or boosters. Accomplishment, reputation, promotion, the nature of the work, opportunities for development, and accountability are all important components. One example of a motivator is entrusting an employee with significant responsibility inside the firm and providing him or her with the resources necessary to succeed; this will allow the employee to develop professionally and move up the ranks of the company. When it comes to what drives people, nothing beats an internal motivator. Success, enthusiasm for the work, taking on a substantial amount of responsibility, learning new things, developing professionally, and getting promoted are all possible motivators. Hygiene variables such as those identified by Herzberg make for a pleasant workplace, but they do little to boost morale. Hygiene elements, which include the physiological, safety, and amity demands of Maslow's hierarchy, are also known as maintenance factors(Hee,2016).

They are things that aren't part of an employee's job description, but rather the environment in which work is performed, and they have the greatest impact on morale when they are absent. A number of factors, including but not limited to corporate policy and administration, technical supervision, interpersonal connections with supervisor, interpersonal relations with peers and subordinates, remuneration, job security, personal life, work circumstances, and status, may or may not be present. Hygiene factors, as Herzberg called them, are required to keep a fair degree of satisfaction but can also create unhappiness. Hygiene considerations aren't incentives in and of themselves, but they're essential for avoiding discontent. They are also a springboard for inspiration. However, enhancing these conditions does not generate the required drive. Low wages, for instance, might lead to job unhappiness, which in turn can reduce an employee's output on the job. It is imperative that the workplace maintains a high standard of hygiene to prevent any unhappiness from occurring among employees. Workers' happiness, which can be influenced by several circumstances, is central to Herzberg's two-actor theory, which suggests that happier workers are more productive. In order for nurses to give their all at work, for instance, positions should present sufficient challenges, and those who excel at their jobs should be allowed greater autonomy. Health care employees can be productive because of this philosophy (Fouad,2020).

In order to strengthen, direct, and maintain human behaviour, we need to tap into our intrinsic motivation. It's also vital to note that motivation can be influenced by both internal and external variables. As a result of their elusive nature, intrinsic factors have often been overlooked in favour of extrinsic ones, such as managers' capacity to meet workers' wants and requirements. Both intrinsic and extrinsic motivation are discussed in the following paragraphs (Hakami,2020).

Individuals who are intrinsically motivated do not need external incentives or rewards to complete their work; rather, they are motivated by their own interest in or enjoyment of the task at hand. Individuals are intrinsically motivated when they are driven to take action by their own self-interests or because they find pleasure in the action itself. It's the need to put forth effort into an endeavour that you find personally engaging. Since the 1970s, researchers in social and educational psychology have been interested in what drives people to learn and achieve on their own. Fritz Heider's attribution theory, self-efficacy research, and cognitive assessment theory have all been used to explain the origins of intrinsic motivation. Intrinsic motivation is the fundamental and natural desire to engage an individual's interests and utilise an individual's talents and capacities, and, in so doing, to look for and attain optimal chances and challenges. This motivation arises from internal tendencies and can lead and inspire action without the presence of limits or rewards (Hakami,2020).

Motivation that is extrinsic to the individual is provided by factors other than the person themselves. Money and grades are examples of extrinsic rewards; coercion and the prospect of punishment are another. The performance is motivated to win and beat others rather than to enjoy the intrinsic advantages of the activity, making competition an extrinsic motivator. Extrinsic motivators include things like public acclaim and material rewards. To be extrinsically motivated, one must engage in an activity while experiencing feelings of pressure, stress, or anxiety in order to

guarantee the desired outcome. Extrinsic motivation is defined as the drive to act in order to achieve an externally defined outcome or to conform to an externally imposed standard. The term "extrinsically-motivated conduct" refers to actions that lead to the acquisition of rewards that are imposed from the outside, such as money, promotions at work, praise from coworkers, perks, or social status. Socio-psychological studies have shown that receiving extrinsic rewards might cause recipients to over-justify their actions, which can then decrease their level of intrinsic drive. One study showing this effect found that kids who were given a ribbon and a gold star as a reward for drawing images spent less time drawing than kids in the unexpected reward condition or kids who got no extrinsic reward at all. A person's motivation comes from an emotional state of wanting or needing something so badly that they are willing to put in the work required to get it (Ongori,2021).

Previous studies:

Staff retention is essential to the success of the healthcare system, making employee incentive a top priority. The improved efficiency of healthcare systems is reflected in better clinical results. A nurse's motivation can be influenced by a number of factors, such as financial gain, social status, personal growth, personal agency, and the opportunity for challenge. Patient outcomes can include many different measures, such as how well patients are satisfied with the service, how well they are living, how sick they are, and how long they live. To investigate association between nurses' motivation and patients' satisfaction in dialysis units. Design of a cross-sectional, descriptive, correlative study. A convenience sample of 447 patients and 83 nurses from dialysis centres participated in the study. The investigation was conducted at Dialysis Units of: Minia General Hospital, Minia University Hospital and Health Insurance Hospital. Tools of data collection: Toolset with two-in-one: Influencing factors on nurses' motivation; instrument number Patient's contentment. Many nurses on staff at these hospitals have a moderate degree of motivational factors (89.2%), whereas a smaller percentage (10.8%) report high levels of motivation. Moreover the majority of patients (66%) had moderate degree of satisfaction at selected Hospitals, while (34%) of them has high level of satisfaction. Conclusion: The findings of this study demonstrated that favourable link between nurses' Motivation elements and patients' happiness in selected Hospitals. The hospital should form interdisciplinary career care teams to provide inspiration to patients. The group would also be responsible for holding meetings and helping to investigate other methods of inspiring the nurses to work hard. In addition, patients should be actively involved in their care throughout the nursing process so that treatment can be tailored to each person's unique needs (Ramdan et al ., 2021).

Human resource (HR) shortages have reached catastrophic levels in many resource-poor settings, especially in rural areas, where they are desperately needed to provide sufficient health services. To deal with skill gaps in the current workforce, it is crucial to implement strategies that boost performance. This report defines performance as the ratio of available (present and retained) workers to the sum of their competence, productivity, and responsiveness. Policymakers need evidence-based approaches to know which interventions work, when they work, and for which groups of employees, yet there is a dearth of information on what does and does not work. As a follow-up to the World health report 2006: Working together for health, WHO requested this study to discuss experiences and give lessons learned in regards to initiatives to retain personnel and increase their productivity, competence, and responsiveness. Its intended audience is those responsible for developing and implementing health policies, plans, and programmes in places with limited financial or human resources. Desk research was conducted using both primary and secondary sources. PubMed, Medline, Cochrane reviews, and electronic journals were scoured for relevant articles published between 1996 and 2006. Additionally, international organisations and institutes engaged in research or interventions in performance had their websites reviewed for relevance. About 500 people in the HR field were contacted. The lack of a sufficient number of health staff, the failure of that staff to provide care in accordance with established standards, and the failure of both the health system and the health care system to adapt to the changing needs of the community and individual patients all contribute to poor performance. Multiple variables affect employee loyalty and mobility, including: lifestyle and personal variables, such as housing. aspects relevant to the workplace, with bearing on the job experience gained via pre-service training. aspects within the health care system, like strategic planning for human resources. variables related to the health care institution, such as salary and benefits, working conditions, management skills and styles, opportunities for growth, and security on the job all contribute to an employee's sense of job satisfaction. Money isn't always the major motivator for health workers to quit their careers, but it's generally one of several factors. The political, economical, and cultural climate all have a role in how these factors affect health care professionals. Keeping employees requires a multifaceted approach, as there are likely to be both individual and organisational issues at play. Macro or health-system interventions include things like human resources (HR) strategy and planning, rural recruitment, and training and bonding. Micro- and facility-level initiatives to boost worker happiness by fixing dreadful working conditions, rewarding hard work, and creating opportunities for advancement

are also possible. Given the interconnected nature of the factors influencing performance, any effective interventions will need to be extensive, diverse, and implemented simultaneously across multiple layers of the health care system. There have been some attempts to increase health workers' productivity through various interventions, but there is little data to support their success. Nonetheless, the situations presented here provide ample opportunity for reflection and reflection (Dieleman & Harnmeijer, 2006).

In the majority of Ghanaian hospitals, the performance of healthcare workers is directly correlated to their levels of motivation. As a result of this, the Ministry of Health in Ghana has implemented a sufficient number of policies designed to motivate health personnel, with the goal of improving their overall work performance. The purpose of this study was to investigate the impact of motivation and determine how the work performance of health workers at Korle-Bu Teaching Hospital is affected by both intrinsic and extrinsic motivating variables (KBTH). The investigation was conducted using a qualitative methodology, and the fifteen (15) participants, which included both medical doctors and paramedics, were chosen through the technique of purposive sampling. In order to obtain data from the employees working at Korle Bu Teaching Hospital, an in-depth interview guide as well as one-on-one interviews were implemented. In order to make sense of the transcribed material, a theme content analysis was performed. Results: Extrinsic factors such as financial reward, accommodation, and transportation also have an impact on work performance. The key findings of the study revealed that job satisfaction, logistic provision, and an enabling work environment are intrinsic motivating factors that affect the work performance of health workers. In addition, the level of motivation a nurse possesses directly impacts their level of productivity at work. It is strongly suggested that the National Midwifery and Nursing Council (NMC) and the Ministry of Health (MOH) develop motivational policies based on the intrinsic and extrinsic motivational blocks (Aduo-Adjei, 2016).

During the COVID-19 pandemic, the absence of evidence about the impact of the COVID-19 pandemic on the mental health of Palestinian healthcare personnel has been overlooked. Moreover, there is no evidence that exists. This study's objectives are to (1) describe the feelings of Palestinian healthcare workers (HCWs), as well as the factors that cause stress and the factors that are used to reduce the stress experienced at the workplace; (2) investigate the relationships between HCWs' levels of stress and their coping strategies and motivational factors during the COVID-19 pandemic; and (3) determine the factors that are used to reduce the stress experienced at the workplace. A self-reported online survey was filled out by 506 healthcare professionals working in facilities that offer care for COVID-19 patients. Descriptive statistics, bivariate regression models, and multivariate regression models were built in order to compensate for the association between the coping and motivational components of HCWs and the perceived stresses of HCWs. According to the findings, 24.1% of the individuals were experiencing high levels of stress, whereas 25.7% were experiencing mild levels of stress. Avoidance was the primary method of coping that the participant utilised, and the participant's primary emotional element was the moral and professional need to continue working. Additionally, a significant contributor to their worry was the fact that they were infected with COVID-19 and were concerned about their own personal safety. The findings indicated that there was a favourable correlation between stress and the younger age of the participants, with physicians exhibiting lower levels of stress compared to nurses. In addition, there was a significant correlation between having minimal training on the management of COVID-19 and experiencing high levels of stress. In addition, there was a strong positive link between the total score of stress and the total score of coping techniques, but not with the total score of motivation. This study demonstrates that Palestinian healthcare personnel endured mental upheaval during the COVID-19 pandemic. In conclusion, this study demonstrates that. These findings point to the importance of providing professional healthcare personnel who work directly with COVID-19 patients in health facilities with supervision, psychological counselling, and intervention during the present pandemic as well as in the event of future outbreaks. In order to aid healthcare workers in the development of their adaptive coping methods and to boost their motivation, policymakers and management must also undertake training and provide interventions on how to cope with stress in pandemics (Ahmead, 2022).

The goal of this study is to investigate the factors that motivate professionals to perform their jobs well at primary healthcare centres that are operating effectively and are a part of a national healthcare reform that includes financial incentives. Design/methodology/approach Five primary healthcare institutions in Sweden were chosen on purpose in order to ensure that a variety of settings, including public, private, and both small and big units, were included. In total, 43 interviews with people working in a variety of medical fields were performed, and qualitative deductive content analysis was carried out on the resulting data. Findings When professionals' personal ambitions and the goals of the organisation they work for, as well as the design of any necessary changes, are aligned, work motivation can be said to exist. The effective management of the centres was due to a one-of-a-kind confluence of variables, such as well-defined directions for the goals to be pursued, a culture of non-hierarchical collaboration, and effort toward the

systematic improvement of quality. In order to point experts in the right direction and make the financial incentives meaningful, they need to be reframed in terms of the level of care provided to patients. In order to answer the question of how alignment is established, it is essential to focus on social processes in which professionals work together as cohesive groups and are granted space for quality improvement work. Implications on daily life. The reforms need to be regularly translated into and integrated with the values and goals of the professionals by the leaders. To accomplish this, we will encourage involvement through the use of cooperation, set aside time for structured reflection, and concentrate on improving quality. Social consequences Work motivation requires a number of critical preconditions, including the design of the reforms and strong leadership. Originality/value Because it involves participation from a variety of medical professionals, the study paints a more accurate picture of how healthcare reforms are administered at primary care facilities. The value also consists in demonstrating how primary healthcare providers may successfully manage external reforms by combining a variety of different components in their practice (Kjellström,2017).

On a global scale, an unacceptable number of moms and newborns pass away during giving birth; 98% of maternal deaths are preventable. These fatalities can be prevented by highly trained physicians; unfortunately, there is a severe lack of maternity care workers all over the world. There is sufficient for Malawi to provide maternity care for 20% of its population. When it comes to keeping employees in the healthcare industry, an inspiring work atmosphere is critical. The purpose of this study was to investigate whether or not it would be possible to carry out a motivational intervention known as appreciative inquiry in Malawi with the intention of enhancing the working life of maternity healthcare providers and the level of patient satisfaction. Over the course of one year, there were three government hospitals that participated. Its efficiency was evaluated through the following methods: a monthly longitudinal survey of working life using instruments that had been psychometrically validated (basic psychological needs, job satisfaction, and work-related quality of life); a before and after questionnaire of patient satisfaction using a patient satisfaction tool that had been validated in low-income settings with a maximum score of 80; and a qualitative template analysis that included ethnographic data, semi-structured interviews, and focus groups. All 145 eligible staff members took part in the intervention, and many of them also took part in the study that followed them over time. The scores on all of the scales, with the exception of the scale that measured basic psychological needs in one location, were found to be increasing overall. There was only one location that provided convincing proof that the intervention improved participants' work-related quality of life scores. Prior to the intervention, there were 162 postnatal women who participated in the survey; after the intervention, there were 191 postnatal women who took part. Patient satisfaction increased across all three sites, with the referral hospital showing a 4.41 point increase (with a 95% confidence interval ranging from 1.89 to 6.95), the district hospital showing a 10.22 point increase (95% CI 7.38 to 13.07), and the community hospital showing a 13.02 point increase (95% CI 10.48 to 15.57). The qualitative research showed that employees reported feeling happy, that their abilities had improved (particularly their communication), that their behaviour had changed, and that new procedures had been built. We have shown that it is possible to apply Appreciative Inquiry in government facilities in Malawi, which has the ability to change the way staff operate and improve patient happiness. We have also shown that this has the capacity to change the manner in which we view the world. The use of mixed approaches led to the discovery of crucial findings, such as the significance of the relationships between staff members. We have identified distinct implementation aspects that will be useful to test in a future trial, such as implementation fidelity and inter-personal connection factors. These elements can be found in the execution of our programme (Merriel,2021).

Methods:

The method of qualitative research was used for this investigation. The researcher was able to conduct an inductive investigation into the link between motivation and performance at work because to this method. qualitative research provides a more in-depth look at problems, allowing researchers to determine things like what those problems mean, who is affected by them, why, what elements are at play, and whether or not people react or respond similarly. So that the interplay between health workers' intrinsic motivation and their ability to do their jobs well may be fully described, analyzed, and explained.

Results:

Intrinsic Motivation:

According to the study's findings, healthcare professionals' perceptions of the importance of intrinsic elements in the context of job performance are diverse. Job contentment, adequate logistics support, and a supportive workplace setting all play a role.

Job Satisfaction:

In most service industries, employee morale pivots on whether or not they enjoy their jobs. If you're happy and fulfilled on the job, you'll want to put in long hours. Employees in the healthcare industry agreed that feeling fulfilled in one's work is a major motivator. Seventy percent or more health professionals cited "intrinsic motivational elements" as the main source of their motivation to work.

Logistic Provision:

Other healthcare workers interpreted intrinsic drive in terms of practical considerations that act as energy boosters. They also mentioned that medications, consumables, syringes, and infusions to motivate hard labour are part of these logistics.

Enabling Work Environment:

Other nurses pointed out that intrinsic aspects go beyond just feeling content in one's job, and include things like making the workplace conducive to success. In order to fulfil their primary responsibility of providing quality healthcare to patients, healthcare workers need the backing of management and other departments to foster an approachable workplace in which they have easy access to patient information to facilitate rapid healthcare delivery and eliminate all bureaucratic processes.

Extrinsic Motivation:

According to the results, health care professionals cite several extrinsic motivators, such as money, housing, and transportation.

Discussion:

Intrinsic and Extrinsic Motivating Factors of Work Performance:

Evidence from and suggests that intrinsic motivation plays a significant role in determining how well an individual performs on the job. The results showed that health workers' performance on the job is affected by both internal and extrinsic incentive variables.

Intrinsic Motivating Factors:

The study found that health care employees' work performance is affected by intrinsic motivational factors because those things increase people's innate drive to work hard. It has been shown via research that people are naturally motivated to do their best at work. However, the variables that inspire them to do so vary greatly from one occupation to the next and from one workplace to the next. The research showed that nurses' job satisfaction, logistical support, and an enabling work environment were the most important intrinsic motivation elements that affected their performance on the job. These results are in line with reports by some who claim that intrinsic motivational elements (such working hours, individual monetary, promotions, age, job satisfaction, and longevity in office) are diverse and can be anything based on an employee's declaration of work performance.

Job Satisfaction:

Employees at the hospital have stated that they are motivated to perform well because they like helping people through their jobs. These results are consistent with individuals who have found that work-related happiness motivates them to do their best. It has been shown once more that intrinsic motivation is connected favourably with life at work.

Logistics Provision:

It's fascinating to hear nurses' personal thoughts on the subject of intrinsic drive. Most authors in the literature consider intrinsic motivation to be a personal trait; nonetheless, nurses are more likely to care for patients, work together, and provide quality care if they are provided with the necessary hospital logistics and consumables.

Enabling Work Environment:

When working conditions are positive, employees perform at their best. The hospital staff agreed with the findings of this study, citing the importance of fostering an enabling work environment as a source of intrinsic motivation. Previous research has shown that a pleasant workplace can boost productivity, and this data backs up that hypothesis.

Extrinsic Motivating Factors:

Since most nurses believe that extrinsic motivators, like as pay and career advancement opportunities, are vital in boosting their performance on the job, these elements are often cited as important sources of inspiration for nurses. A high level of productivity can be attributed to an individual's focus on the external rewards associated with their job. It's been found that a person's level of extrinsic drive is a strong indicator of how productive they will be at work. The variables listed below are examples of extrinsic motivators that were mentioned by healthcare personnel as important to their work performance.

Conclusion:

A worker's level of motivation is a key factor in determining how productive they will be on the job in Ghana. Workers in the healthcare industry found that paramedic and medic performance is affected by both intrinsic and extrinsic incentive policies. Because of the importance of motivation to an organization's success, it makes sense that a motivated employee is one who is physically healthy, mentally sound, and socially aware enough to devote full attention to his or her task. When leaders understand what motivates their staff to perform at their best, they can better allocate their resources to achieve optimal results. The motivation of health care professionals comes from both internal and external sources. Thus, it is important for health workers to understand both the financial and non-financial elements that motivate them to do their best at work.

Recommendation:

On the basis of the most important findings, it is recommended that the following might have implications for institutions and policies. In the first place, the Nursing and Midwifery Council (NMC) and the Ministry of Health need to update the content of their motivational policies so that it takes into account both the intrinsic and the extrinsic motivational building blocks. Therefore, a motivational strategy should target the personal professional-based desires of nurses, such as job satisfaction, the provision of logistical support, and an environment that enables productive work. In addition to this, policy recommendations that are focused at enhancing the working performances of health care professionals should be implemented. It is important to provide health professionals with financial incentives in addition to transportation, accommodations, and a supportive working environment in order to improve their work performance.

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