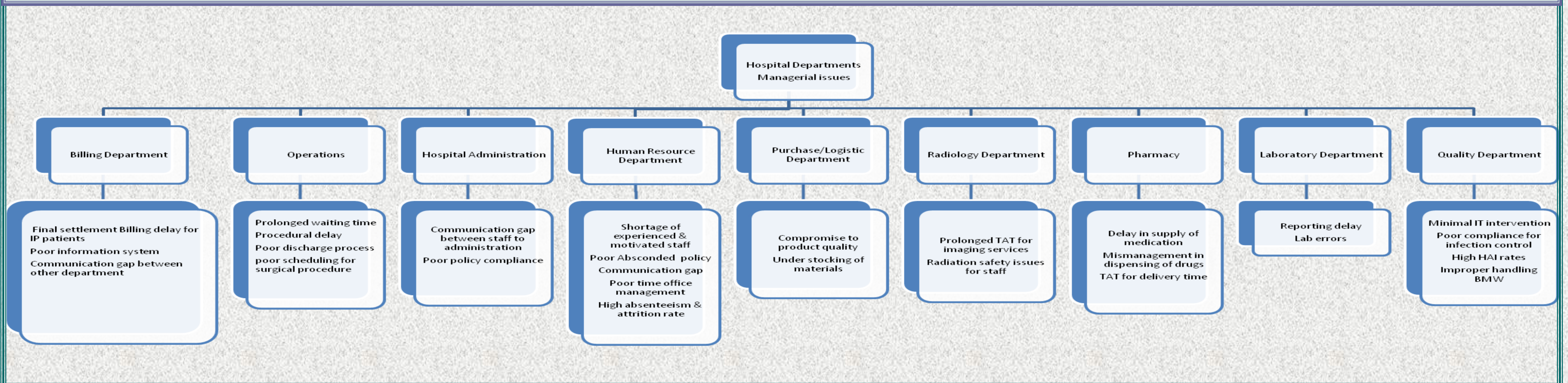


### Organizational Observation Learning



### To Identify Motivating Factors Among Nursing Personnels In Work Place

#### About Hospital

Ramakrishna CARE Hospital 215 bedded NABH Accredited multi sperspecility Hospital. It is one of the leading hospital in Chhattisgarh. It has 3 storey building, 4 fully equipped operation theatre, 60 bedded critical care unit.  
**Our Purpose**  
 To provide care that people trust.

#### Our Vision

To be a trusted, people-centric, integrated healthcare system as a model for global health

#### Objective

“The aim of this study, to identify motivating factors among Nursing personnels in Ramakrishna CARE multi super specialty Hospital”

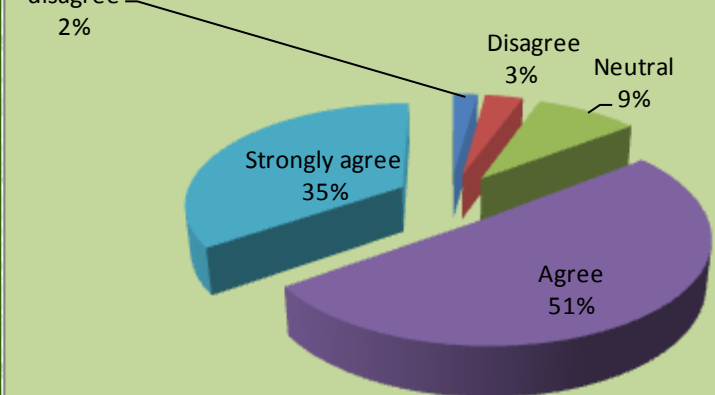
#### Methodology

**Study area -** Ramkrishna CARE multi super specialty Hospital  
**Study period-** 1st April to 31st May  
**Study design-** cross sectional descriptive study  
**Sample size-** 120 Nursing personnels  
**Sampling technique-** Random sampling technique  
**Data collection-** Structured Questionnaire for assessing the knowledge regarding motivating factors

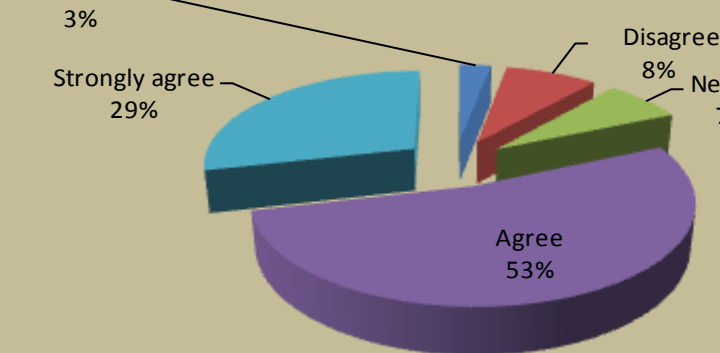
#### Intrinsic motivating factor survey (n-120)

| MOTIVATING FACTOR   | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| CAREER DEVELOPMENT  | 18                | 28       | 76      | 426   | 292            |
| JOB CHARACTERISTICS | 86                | 164      | 106     | 454   | 270            |
| JOB AUTHORITY       | 42                | 80       | 72      | 266   | 140            |
| RECOGNITION         | 14                | 40       | 34      | 254   | 138            |

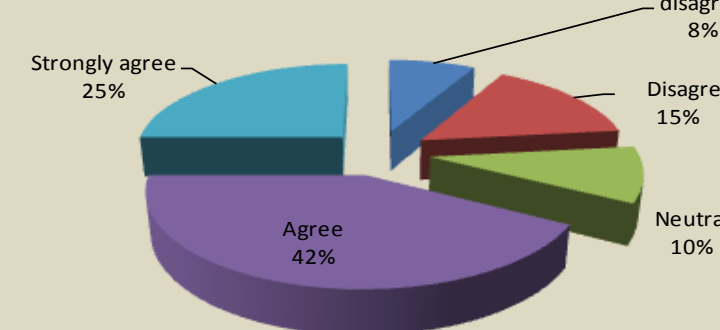
#### CAREER DEVELOPMENT



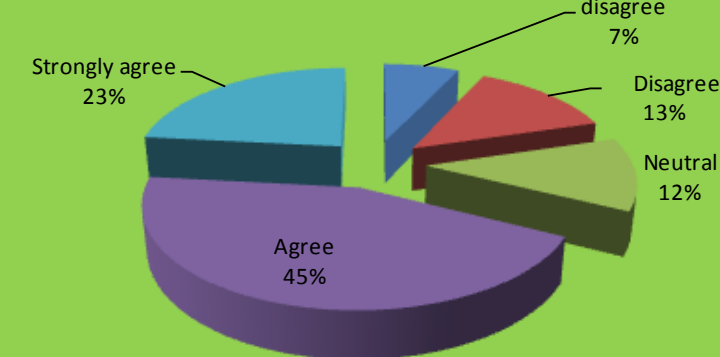
#### RECOGNITION



#### JOB CHARACTERISTICS



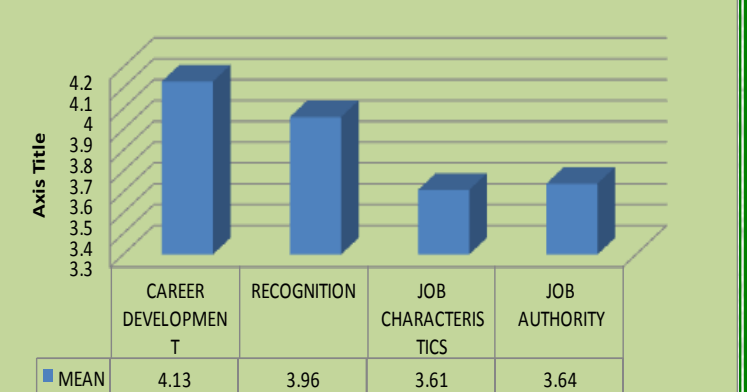
#### JOB AUTHORITY



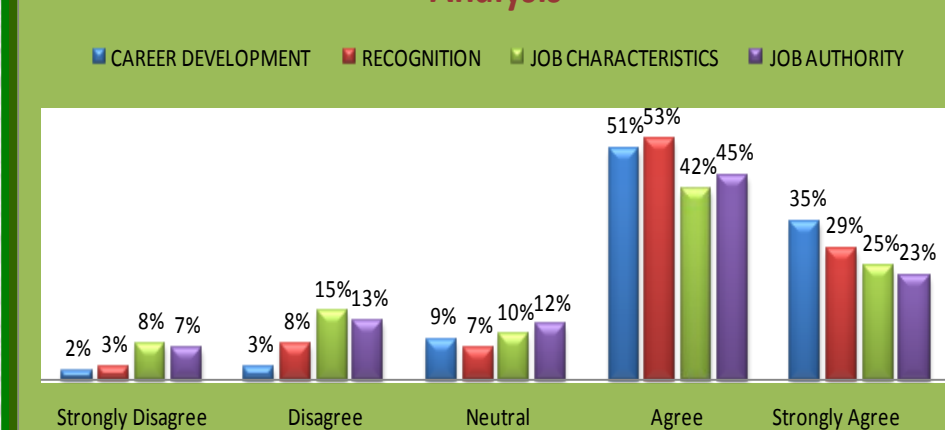
| MOTIVATING FACTORS  | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| CAREER DEVELOPMENT  | 2%                | 3%       | 9%      | 51%   | 35%            |
| RECOGNITION         | 3%                | 8%       | 7%      | 53%   | 29%            |
| JOB CHARACTERISTICS | 8%                | 15%      | 10%     | 42%   | 25%            |
| JOB AUTHORITY       | 7%                | 13%      | 12%     | 45%   | 23%            |

| MOTIVATING FACTORS  | MEAN |
|---------------------|------|
| CAREER DEVELOPMENT  | 4.13 |
| RECOGNITION         | 3.96 |
| JOB CHARACTERISTICS | 3.61 |
| JOB AUTHORITY       | 3.64 |

#### INTRINSIC MOTIVATING FACTORS



#### Analysis



#### Conclusion & Recommendation

Our findings showed that the factor of -“**Career Development**” had the maximum potential ability to inspire nurses in their profession followed by **Recognition**, **Job authority** & **Job characteristics**. So, it is necessary that nursing managers pay more attention to use the element of mentioned factors such as **effective supervision**, **encouragement**, and **job enrichment** & focused on **training & Development**.

The results of the current study can be used in programs designed to improve **Nurses’ work motivation**.