SUMMARY

Motivation is a complex mental process that in its dynamics represents a specific cycle - a motivational cycle. It combines three basic elements: needs, motives and satisfaction. In the present article, data from a specific empirical study analyzes the correlation between professional motives and the satisfaction of nurses working in a hospital station. It is found that satisfaction is clearly dependent on the motivation to choose a profession and the organization of nursing work. At the same time, satisfaction reverses the level of professional motivation of the nurses and the overall psychic climate in the nursing team.

Key words: motivation, satisfaction, motivation cycle, profession selection, nursing staff turnover,

INTRODUCTION

The present article is the first part of an integral survey of the professional motivation and satisfaction of nurses in Bulgaria. Our objective in this article is to analyze the interconnection between motivation and satisfaction as elements of the motivation cycle in young nurses with professional experience of up to five years.

Essence of the motivation cycle

In literature, motivation is regarded as a complex combination of mental processes, which determine the strength, and direction of expression and development of human behavior in terms of making personal voluntary decisions for a specific, purposeful action or omission in the occurrence of a particular situation [1, 2, 3, 4].

Motivation is not a passing act but a process with certain dynamics.

The multiple repetitions of the motivation process forms a motivation cycle. This cycle is a result of the permanent occurrence of unsatisfied needs and repeated necessity of their satisfaction [5, 6, 7]. In the elements of the motivation cycle, a key position is dedicated to the cognitive needs and expressed interests of the subject of motivation. Abraham Maslow develops a motivation model of the hierarchy of needs and divides it into 5 levels forming the so-called pyramid of needs. Psychologists use the concept of motivation cycle in order to describe more demonstratively the motivational aspects of behavior.

Interrelation between “motivation and satisfaction”

In the light of these ideas, the motivation cycle in its essence is a unity of motivation and satisfaction (of needs). Motivation and satisfaction are directly related to and influence each other.

The low level of satisfaction may give rise to active motivation, but it can also block it. Some analyses of the nursing activity show that exactly low professional satisfaction (remuneration, low public rating, etc.) may be a demotivating factor of the professional motivation of the nurses [8, 9, 10, 11].

INTERDEPENDENCE BETWEEN PROFESSIONAL MOTIVATION AND SATISFACTION OF THE NURSING STAFF

Teodora Stoeva¹, Dimitar Shopov², Boryana Borisova³, Vanina Mihaylova³, Tanya Paskaleva⁴, Biyanka Tornyova²,
¹) University Hospital St. George - Plovdiv, Medical University, Plovdiv, Bulgaria
²) Department of Social Medicine and Public Health, Faculty of Public Health, Medical University, Plovdiv, Bulgaria
³) Department of Kinesitherapy, Faculty of Public Health, Medical University, Sofia, Bulgaria
⁴) Department Healthcare, Branch Haskovo of the Trakia University, Bulgaria.
Fig. 1. Motivation and satisfaction are directly related.

This motivation cycle is very important in order to render each analysis of the nurses’ professional motivation complete in direct relation to the level of their professional satisfaction.

Methodology
Subject of our study is two typologically selected public hospitals in the region of Plovdiv. Observation units are young nurses with professional experience of up to five years. The information is collected through an anonymous sociological questionnaire among 152 young nurses.

RESULTS AND ANALYSES
In our previous publications, the structure of the motivation for the selection of the nursing professions has been specifically presented. Now we complement this analysis with data on the preliminary awareness of the specification of the nursing activity as of the time of choosing the nursing profession.

Fig. 2. Preliminary information about the present work
Question: Before you took up your present position, to what extent were you informed about the nature and requirements of your particular job:

The data on figure 1 show very low unsatisfactory preliminary information of the nurses with regard to the nature and requirements of their current job. Before taking up their current duties, a huge percent of the questioned young nurses (86% in total) were not informed or partially informed. Such a situation may be a factor of future dissatisfaction with the job and inadequate professional motivation.
The professional motivation is not a fixed value, it has its dynamics. From the data on figure 2, it becomes clear that the motivation undergoes certain changes, and in a significant number of nurses, it decreases more or less in comparison to the time of choosing their profession, i.e. their initial motivation. It is obvious that the dynamics of the professional motivation of the nurses must be subject to permanent monitoring with a view to its regulation into a positive direction.

**Fig. 3.** Change in the professional motivation of nurses

**Question:** Compare the strength of your motivation at the time you chose the nursing profession and at present – did it increase or decrease:

![Bar chart showing change in professional motivation](chart1)

The respondents were asked a special question which indirectly shows the level of their professional satisfaction. Literature indicates that in many cases the respondents give more honest and trustworthy answers to such control indirect questions, i.e. such indirect questions are a necessary criterion and a necessary indicator of the establishment of the level of satisfaction and professional motivation.

The data from figure 3 show that more than one third of the interviewed nurses would not choose again the same profession or hesitate about such a repeated choice. This is an alarming fact which deserves special attention of the hospital management in Bulgaria.

**Fig. 4.** Attitude and readiness for a repeated choice of the same profession

**Question:** If you had to choose your profession now, would you choose the nursing profession again:

![Bar chart showing attitude and readiness](chart2)
Along with this, the data from figure 3 also show the interrelation between satisfaction and positive motivation for a certain profession, given with the response to the indicated indirect question for a repeated choice of profession. It is seen that the higher professional satisfaction is, the higher the attitude and positive motivation for a repeated choice of the same nursing profession. In other words, there is a direct correlative dependence, which is an essential moment in the motivation cycle, driving the professional activity of the nurses. The low professional satisfaction with the profession is an actual demotivating factor in the nursing activity.

This shows that it is always expedient the analysis of the professional motivation to be carried out in direct relation to the level and factors of professional satisfaction.

CONCLUSION

Motivation is a complex combination of mental processes which form a specific phenomenon – the motivation cycle. It combines three basic elements: needs, motives and satisfaction.

The present article analyses the interrelation between professional motives and satisfaction of nurses working in hospital wards. There is a direct correlative dependence between the level of professional satisfaction and positive professional motivation.

It is advisable the analysis of the professional motivation to be carried out in direct relation with the level of professional satisfaction in their interrelation and interdependence.

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Address for correspondence:
Dimitar Shopov, MD, PhD,
Chief Assistant Prof. Department of Social Medicine and Public Health, Medical University - Plovdiv, Bulgaria,
E-mail: shopov_d@abv.bg,