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NURSES' WORK MOTIVATION AND INTENTION TO LEAVE; A SURVEY OF CROATIAN NURSES

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Objective: Many East EU countries are facing severe problems with staff turnover, especially that of its nurses. In fact, job leaving is regarded as a major contributor to the shortage of nurses. As this represents a severe problem at both macroeconomic and microeconomic levels, policymakers and healthcare managers should undertake all necessary activities to diminish the incidence of this phenomenon. Health care workers, especially nurses, work in difficult conditions where motivation is crucial for avoiding health problems, turnovers, and other severe problems.

The objective of this study was to identify which motivation elements significantly affect the overall job satisfaction.

This pilot study was performed between December, 2016 and February, 2017, the participants were employed part-time nursing students of the University of Rijeka Faculty of Health Studies, University of applied sciences Karlovac and University of Osijek, Faculty of Medicine: 24 (19.8%) were males, 102 (81.0%) females. Their average age was 31.9 (SD=6,8) years. The translated Multidimensional Work Motivation Scale was used. Participants evaluated their job satisfaction by using an ordinal scale ranging from totally unsatisfied (1) to totally

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satisfied (10). Results of a final linear regression model indicate that, 8.8% of job satisfaction variance is explained by the following motivation elements ($p=0,006$): Extrinsic regulation-social, Extrinsic regulation-material, Identified regulation, and Intrinsic motivation, which resulted as the construct with the strongest impact on job satisfaction.

Our results indicate, that both nurses and their managers should perform actions, which will improve the nurses' motivation by considering the aforementioned motivation elements. Furthermore, due to relatively low explained variance, further predictors should be identified.

Key words: Work motivation, Self-determination theory, job satisfaction