

MOTIVATION AND JOB SATISFACTION AMONG MULTIPURPOSE HEALTH WORKERS IN HILLY AND NON-HILLY AREAS OF JASHPUR DISTRICT, CHHATTISGARH: AN EXPLORATORY STUDY

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Abstract. It is essential to have a capable and motivated health workforce for building an effective, responsive health system and in turn achieve national health goals. The present cross sectional study was conducted in Chhattisgarh, India to assess the level of motivation and job satisfaction among multipurpose health workers (MPWs) and to study factors influencing them. A pre-tested semi-structured questionnaire was used to obtain information about the respondents' perceived importance of various job characteristics and perceived job satisfaction. The majority of MPWs were not satisfied with their existing job conditions. Motivators or satisfiers like career advancement and achievement had low scores for all the participants. Working conditions and salary were found to be the dissatisfiers with low scores. The present study suggests that, although financial incentives are important, they are not sufficient to motivate personnel to perform better.

Keywords: job satisfaction, motivation, multipurpose health worker, India

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