ABSTRACT

This thesis discusses the motivational and demotivational factors that influence the work of nurses and their sense of satisfaction. The aim of the research is to map the motivational and demotivational factors that affect work performance of the Kolin Regional Hospital. The research's chose quantitative method was done by survey. The questionnaire and it's contents were prepared by the author. The creation of the questionnaire was based upon several similar surveys. Based on the author's research, it was found that interpersonal relationships among nurses were among the most powerful motivational factors; conversely, dysfunctional interpersonal relationships were the strongest motivational factors for changing employers. Another one of the strongest motivational factors was positive feedback from the patients. Since the research was quantitative in nature and covered the entire hospital, it is the author's opinion that the study should be repeated periodically and further focus on individual departments to better determine motivational and demotivational factors that affect work performance and overall job satisfaction. It is also suggested by the author that further research be conducted to compare outcomes of both employees and employers.

keywords: nurse, research, motivation, demotivation, satisfaction of nurses, nurses dissatisfaction, reward, burnout