

Abstract

This work is focused on the fluctuating motivation of dental hygienists.

The goal of this work is to find the causes which lead to these dental hygienists to leave this career path, their motivation and demotivation inside their workplace.

The theoretical part begins with defining the dental hygienist and describes her work routine and duties. Following part will be devoted to the fluctuation and turnover rate in the workforce, the causes and consequences related to it. The third section of the theoretical part will concentrate on motivation; motivation as a concept, personal fulfilment and financial compensation as a motivation.

The empirical part analyzes the motivation of the participating sample group used for this study. Qualitative research methods were used; semi-structured interviews were conducted and then analyzed. The practical output is a description of the motivators and dissatisfactions of the selected test group of dental hygienists.

With the help of the interviews, the conclusion to the motivations was reached and recommendations were assembled for dentists, managers and business owners of establishments which use the services of dental hygienists.

Key words: dental hygienist, motivation, turnover, job satisfaction.