

Analysis of health worker motivation in africa by mathauer and imhoff

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Developing nations such as Africa are experiencing heavy issues in the human resource section of the health care system. The main challenge is the lower level of motivation within health care workers. The article titled Health worker motivation in Africa: the role of non-financial incentives and human resource management tool suggests that the motivation level within workers of health care system needs to be enhanced (Mathauer, 2006). They need to be provided with a proper mixture of financial and non-financial benefits. In this study, interviews were conducted in Benin and Kenya and information was even obtained from focus groups. The result of the study was that health care professionals act in a professional manner because of their professional consciousness. The study even proved that if human resource management is properly applied, nursing professionals will become motivated. A proper application includes: helping health care professionals develop their career and recognizing and rewarding nurses for the professionalism they have shown towards their profession. The work environment is required which will help promote the wellbeing of the workers.