What Should Nurse Leaders Consider When Developing Nurses' Rewarding?

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What Should Nurse Leaders Consider… Jaana Seitovirta

To identify the issues in a reward system that RNs find important.

To develop a more successful reward system for RNs

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OBJECTIVES

No conflicts of interest
What does reward mean?

• A thing given in recognition of an achievement, effort or service

• Give something to (someone) in recognition of their services, efforts, or achievements

(Oxford Dictionaries 2016)

...compensation, remuneration, fee, incentive, payment, recompense...
Rewarding has a positive influence

Motivation

Commitment

Job satisfaction
Cross-sectional interview studies

- RNs (n=30) from public special-, primary- and private health care organisations

- Qualitative content analysis

RNs’ perceptions of reward system development
What did the RNs themselves recommend?

- Management and employees co-operation
- A fair and equitable criteria
- Yearly evaluation

Reward system
What criteria did they suggest?

Viable criteria

• Transparent
• Measurable
• Lower criteria for performance-based pay
RNs suggested a variety of options

- Individual or team?
- Public or non-public?
- Financial or non-financial?
What were their grievances?

Inequity, inequality in rewards

Obscurity

Lack of rewards

Inadequacy

Unrewarding benefits
Take-home message

Understand individual differences

Apply fair and appropriate criteria

Consider non-financial rewards as well