THE BEST REWARD TYPES — PERCEIVED BY THE REGISTERED NURSES (RNs)

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OBJECTIVES

To identify and list the best reward types perceived by RNs in Finnish healthcare

AUTHORS

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No conflicts of interest
WHY TO REWARD NURSES?

To improve the nurses’
• recruitment
• retention
• motivation

Photo: http://lifehacker.com/reward-yourself-with-things-that-get-you-closer-to-your-1760422979
HOW TO REWARD NURSES
REWARD SYSTEM IN DIFFERENT COUNTRIES?

- Nurses' human characteristics are the same
- Nurses share the same basic needs
- The management’s point of view to the respect of RNs rewarding
STUDY DESIGN
The Registered Nurses’ Perceptions of Rewarding Scale

• A cross sectional, descriptive questionnaire survey
• RNs working in Finnish public and private healthcare (N=402)
• Conducted in the Autumn of 2015

The reward type preferences subscale with 62 items
STUDY DESIGN

• A five-point Likert scale (strongly disagree=1 - strongly agree=5)
• The variation in the participants’ responses was examined
• Means of the items were calculated

Non-financial and financial rewards
• Strongly agree > 61%
• Mean 4.2 - 4.7
THE BEST REWARD TYPES RELATED TO WORKTIME ARRANGEMENTS

• Employment stability 80% ★
• Opportunity to participate in work shift planning 75% ★
• Flexibility of working hours 77% ★
• Opportunity to get unpaid leave 66%
THE BEST REWARD TYPES RELATED TO APPRECIATION FROM

- the patients/customers 77% ★
- the relatives of the patients/customers 71% ★
- the work community 72% ★
THE BEST REWARD TYPES RELATED TO FEEDBACK FROM

• the patients/customers 74 % ★
• the relatives of the patients/customers 68 %
• the work community 67 %
• the nurse manager 65 %
THE BEST REWARD TYPES RELATED TO OPPORTUNITY TO DEVELOP AND INFLUENCE

• Opportunity to develop professionally at work 62%
• Opportunity to influence one’s own work 67%
THE BEST REWARD TYPES RELATED TO WORK ENVIRONMENT

• Well-functioning work environment 72%
• Working atmosphere of the workplace 71%
• Adequate human resources 70%
THE BEST REWARD TYPES RELATED TO EDUCATION

- Access to training one wants 71%
- External training paid for by the employer 64%
- Employer’s support (with worktime arrangements) for spontaneous training 61%
THE BEST REWARD TYPES RELATED TO MONETARY REWARDS - SUPPLEMENTS

• Experience-related supplement 62 %
• Personal supplement 61 %
### THE BEST REWARD TYPES PERCEIVED BY RNs (N= 402) IN FINNISH HEALTHCARE

<table>
<thead>
<tr>
<th>The best reward types</th>
<th>1 %</th>
<th>2 %</th>
<th>3 %</th>
<th>4 %</th>
<th>5 %</th>
<th>N</th>
<th>Missing</th>
<th>Mean</th>
<th>Std. dev</th>
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</thead>
<tbody>
<tr>
<td>Employment stability</td>
<td>0.8</td>
<td>1.5</td>
<td>2.5</td>
<td>14.9</td>
<td>80.4</td>
<td>397</td>
<td>5</td>
<td>4.73</td>
<td>0.66</td>
</tr>
<tr>
<td>Appreciation from the patients/customers</td>
<td>0.8</td>
<td>1.3</td>
<td>2.0</td>
<td>18.6</td>
<td>77.3</td>
<td>397</td>
<td>5</td>
<td>4.71</td>
<td>0.64</td>
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<tr>
<td>Feedback from the patients/customers</td>
<td>0.8</td>
<td>1.0</td>
<td>1.3</td>
<td>22.8</td>
<td>74.2</td>
<td>395</td>
<td>7</td>
<td>4.69</td>
<td>0.63</td>
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<tr>
<td>Flexibility of working hours</td>
<td>1.0</td>
<td>2.3</td>
<td>2.0</td>
<td>18.2</td>
<td>76.5</td>
<td>396</td>
<td>6</td>
<td>4.67</td>
<td>0.72</td>
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<tr>
<td>Opportunity to participate in work shift planning</td>
<td>0.8</td>
<td>2.8</td>
<td>3.3</td>
<td>17.7</td>
<td>75.4</td>
<td>390</td>
<td>12</td>
<td>4.64</td>
<td>0.75</td>
</tr>
<tr>
<td>Appreciation from work community</td>
<td>0.5</td>
<td>1.5</td>
<td>3.3</td>
<td>22.7</td>
<td>72.0</td>
<td>397</td>
<td>5</td>
<td>4.64</td>
<td>0.67</td>
</tr>
<tr>
<td>Access to training one wants</td>
<td>1.0</td>
<td>2.0</td>
<td>2.3</td>
<td>23.3</td>
<td>71.4</td>
<td>395</td>
<td>7</td>
<td>4.62</td>
<td>0.72</td>
</tr>
<tr>
<td>Appreciation from relatives of the patients/customers</td>
<td>0.8</td>
<td>1.0</td>
<td>4.5</td>
<td>23.2</td>
<td>70.5</td>
<td>397</td>
<td>5</td>
<td>4.62</td>
<td>0.69</td>
</tr>
<tr>
<td>Working atmosphere of the work place</td>
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<td>3.0</td>
<td>3.3</td>
<td>21.9</td>
<td>71.0</td>
<td>397</td>
<td>5</td>
<td>4.59</td>
<td>0.76</td>
</tr>
<tr>
<td>Well-functioning work environment</td>
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<td>4.0</td>
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<td>71.5</td>
<td>397</td>
<td>5</td>
<td>4.58</td>
<td>0.79</td>
</tr>
</tbody>
</table>
THE BEST REWARD TYPES PERCEIVED BY RNs (N= 402)

Employment stability
Appreciation from the patients/customers
Feedback from the patients/customers
Flexibility of working hours
Opportunity to participate in work shift planning
Appreciation from work community
Access to training one wants
Appreciation from relatives of the patients/customers
Working atmosphere of the work place
Well-functioning work environment

Mean

4.5 4.55 4.6 4.65 4.7 4.75

4.73
4.71
4.69
4.67
4.64
4.64
4.62
4.62
4.59
4.58
THE BEST REWARD TYPES RELATED TO

• Worktime arrangements
• Receiving appreciation and feedback
• Opportunity to develop and influence
• Work environment
• Education
• Monetary rewards - supplements

Photo: http://creative-commons-images.com/handwriting/r/reward.html