

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

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AUTHORS

OBJECTIVES

- Early Stage Researcher,
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No conflicts of interest

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

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



Photo; Jaana Seitovirta

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%

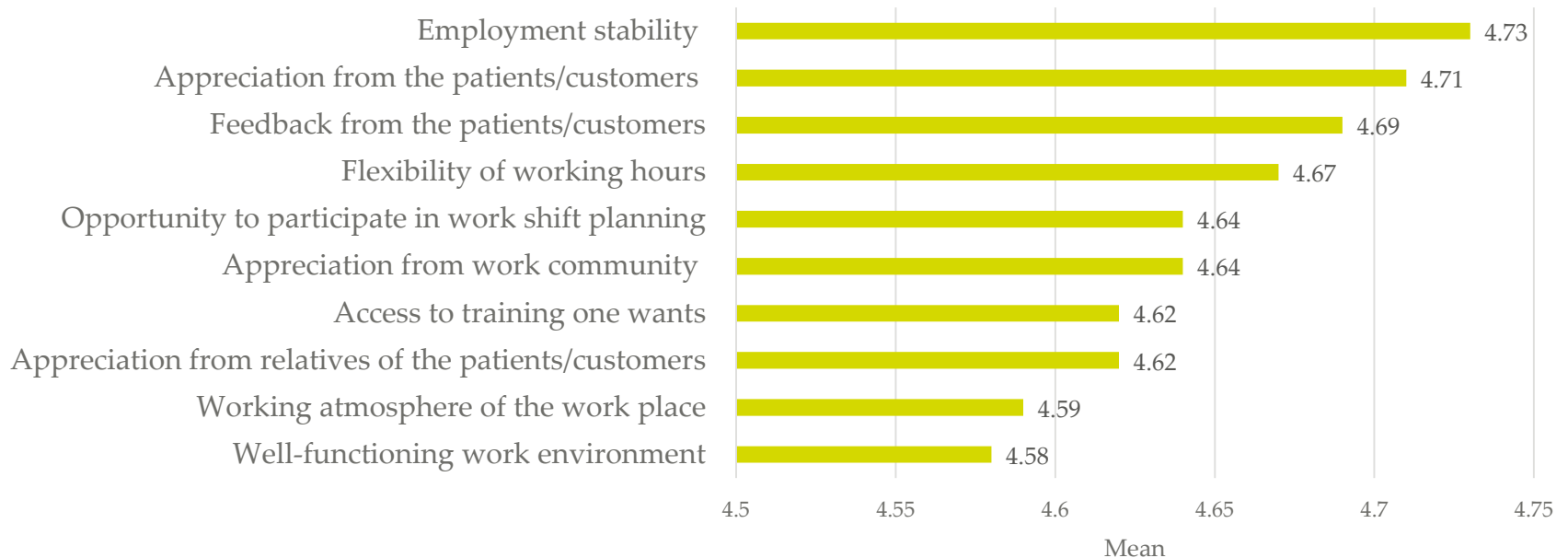
THE BEST REWARD TYPES RELATED TO MONETARY REWARDS - SUPPLEMENTS

- Experience-related supplement 62 %
- Personal supplement 61 %

THE BEST REWARD TYPES PERCEIVED BY RNs (N= 402) IN FINNISH HEALTHCARE

The best reward types	1 %	2 %	3 %	4 %	5 %	N	Missing	Mean	Std. dev
Employment stability	0.8	1.5	2.5	14.9	80.4	397	5	4.73	0.66
Appreciation from the patients/customers	0.8	1.3	2.0	18.6	77.3	397	5	4.71	0.64
Feedback from the patients/customers	0.8	1.0	1.3	22.8	74.2	395	7	4.69	0.63
Flexibility of working hours	1.0	2.3	2.0	18.2	76.5	396	6	4.67	0.72
Opportunity to participate in work shift planning	0.8	2.8	3.3	17.7	75.4	390	12	4.64	0.75
Appreciation from work community	0.5	1.5	3.3	22.7	72.0	397	5	4.64	0.67
Access to training one wants	1.0	2.0	2.3	23.3	71.4	395	7	4.62	0.72
Appreciation from relatives of the patients/customers	0.8	1.0	4.5	23.2	70.5	397	5	4.62	0.69
Working atmosphere of the work place	0.8	3.0	3.3	21.9	71.0	397	5	4.59	0.76
Well-functioning work environment	1.0	3.0	4.0	20.4	71.5	397	5	4.58	0.79

THE BEST REWARD TYPES PERCEIVED BY RNs (N= 402)



THE BEST REWARD TYPES RELATED TO

ATTENTION!

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



Photo; <http://creativecommons-images.com/handwriting/r/reward.html>