

**ECONOMIC MOTIVATIONAL FACTORS AFFECTING WORK
PERFORMANCE AMONG HEALTHCARE WORKERS AT
KILIMANJARO CHRISTIAN MEDICAL CENTRE, TANZANIA**

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ABSTRACT

This study sought to assess the effects of economic motivational factors on work performance of healthcare workers at Kilimanjaro Christian Medical Centre (KCMC), Tanzania. The Two Factor Theory (TFT) was used to inform the study. A concurrent research design was used with a mixed research approach involving quantitative and qualitative data collection. The population of the study involved all employees of the KCMC Hospital 1,177 while the sampling frame was 666 healthcare workers. Data was collected through self-administered questionnaires and key informant interviews using an interview guide. Validity was insured through the literature review while reliability was ensured through a Chronbatch alpha coefficient. A sample of 250 participants was used with 7 key informant interviews being conducted. An assessment of the economic motivational factors was done using descriptive statistics and it was found that, proper salary scale according to levels have the lowest mean score followed by overtime payments for extra duties by 3.46 and 3.97 respectively indicating that healthcare workers would like to be paid more than what it is currently to be motivated to work more and thereby improve their economic status. Participation in research projects within and outside the hospital, salary increments each year and monetary prizes for employees; and good performance had the highest mean score indicating that these factors are positively accepted by healthcare workers. It is concluded that healthcare workers at KCMC are motivated to work hard by the economic motivational factors according to their opinion. The study recommend to the management of the hospital that, healthcare workers should be treated with care economically so that they are motivated to do their jobs well. This can be done in combination with other motivational factors like working conditions and social wellbeing of staff which are off the scope of this paper.

KEYWORDS: *Economic Factors, Healthcare Workers, Economic Motivational Factors, KCMC.*

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Appendix 1

Sample Size Calculation

The sample size was determined using Yamani, (1964) at 95% confidence level and $p=0.05$, the size of the sample is calculated as:

$$n = \frac{N}{1 + N(e^2)}$$

Where;

n=the sample size,

N= the size of the population,

e=the error of 5% points (level of precision)

Substitution in the formula yields a sample size of 250 healthcare workers as:

$$N = 666/1+666(0.05)^2$$

$$= 249.9$$

$$= 250$$