

# MOTIVATION SURVEY

## Interview

### Cover Page

Q1: Facility ID	Q2: Facility Name	Q4b: Time simulation started (HH:MM)
Q3: Observer number	Q4a: Today's date (DD/MM/YYYY) ____ / ____ / ____	____ : ____ AM/PM
Q4c: Result		
<input type="checkbox"/> Interview done <span style="margin-left: 200px;"><input type="checkbox"/> Partially completed</span>		
<input type="checkbox"/> Health worker refused interview <span style="margin-left: 200px;"><input type="checkbox"/> Health worker is out</span>		

THIS TEST IS TO BE ADMINISTERED TO A HEALTH WORKER FROM IN ANY OF THE SERVICES. EACH FOLIO (SET OF PAPERS) CORRESPONDS TO ONE HEALTH WORKER ONLY. IF YOU ADMINISTER THIS TEST TO SEVERAL HEALTH WORKERS, YOU NEED A NEW FOLIO FOR EACH HEALTH WORKER. ALSO BE SURE TO RECORD THE STAFF ID NUMBER OF THE HEALTH WORKER ANSWERING THIS TEST, BY REFERRING TO THE STAFF ROSTER TO OBTAIN THE STAFF ID NUMBER. CHECK THE STAFF ROSTER AND SEE IF THE HEALTH WORKER IS RECORDED AS HAVING GIVEN CONSENT FOR THE RESEARCH. IF NOT YOU MUST READ THE FULL CONSENT FORM AND OBTAIN HIS/HER SIGNATURE. IF YES, REMIND HIM/HER USING THE TEXT BELOW.

Q5a: Has the health worker previously signed a consent form?     Yes → GO TO Q6a     No → GO TO Q7a

**Q6a: ASK HEALTH WORKER: I would like to ask you some questions about your knowledge of a specific medical case. Your answers will remain confidential, we will not share the result of this interview and it will not have any impact on your work or the assessment of your performance. Do I have your permission to administer this questionnaire?**

Yes → GO TO Q8a     No, consent is not given → observation of this health worker must END; if available, approach another health worker for participation.

Q7a: READ FULL CONSENT SCRIPT TO HEALTH WORKER AND OBTAIN SIGNATURE. Did the health worker sign the form?

Yes → go to Q8a     No, consent is not given → observation of this health worker must END; if available, approach another health worker for participation.

Q8a Staff Roster ID number	Q9a Gender	Q10a: Health Worker Category Code (SEE BELOW, MULTIPLE QUALIFICATIONS CAN BE RECORDED)
	<input type="checkbox"/> Male <input type="checkbox"/> Female	

Health Worker Category Codes (please circle appropriate category: if multiple categories apply, circle multiple answers)				
1. MD-Obstetrician/Gynecologist	2. MD-Neonatologist	3. MD-Surgeon	4. MD- Family Physician	5. MD - Pediatrician
6. Physician's Assistant	7. Nurse midwife	8. Bachelor and Science of Nursing Nurse	9. Diploma Nurse	10. Nurse with Associate Degree
11. Licensed Practical Nurse	12. Certified midwife	13. Registered Midwife	14. Nurse aide	96. Other, please specify:

**MOTIVATION SURVEY**  
**Interview**

**READ THE FOLLOWING INSTRUCTION: I am going to read you a series of statements and I want you to tell me if you strongly agree, agree, neither agree or disagree, disagree or strongly disagree. AS YOU READ EACH STATEMENT, ALSO READ THE OPTIONS UNTIL THEY TELL YOU WHICH ONE THEY CHOOSE**

Question Number	Question Text	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
(3.10)	<b>Good performance is recognized by our superiors</b>	5	4	3	2	1
(3.11)	<b>This facility has a fair system for rewarding staff</b>	5	4	3	2	1
(3.12)	<b>My performance is appraised regularly</b>	5	4	3	2	1
(3.13)	<b>Some of the team members work well, yet others do not and so this facility doesn't perform well overall</b>	5	4	3	2	1
(3.14)	<b>We do not know how our facility is performing compared to others in the district</b>	5	4	3	2	1
(3.15)	<b>Our facility has clear goals that we are working towards</b>	5	4	3	2	1
(3.16)	<b>I understand how my work contributes to the facility's overall goals</b>	5	4	3	2	1
(3.17)	<b>I am keen use any new tools to improve my performance</b>	5	4	3	2	1
(3.18)	<b>This facility has a good reputation in the community</b>	5	4	3	2	1
(3.19)	<b>This facility provides everything I need to perform well at work</b>	5	4	3	2	1
(3.20)	<b>There are enough health providers to do the work in this facility</b>	5	4	3	2	1
(3.21)	<b>Too often the referral system does not work efficiently</b>	5	4	3	2	1
(3.22)	<b>Maintenance of broken equipment at this facility is prompt and reliable</b>	5	4	3	2	1
(3.23)	<b>I do not get feedback from my superiors so it is hard to improve my performance</b>	5	4	3	2	1
(3.24)	<b>My job duties and responsibilities are clear and specific</b>	5	4	3	2	1
(3.25)	<b>Relevant guidelines are easy to access at this facility</b>	5	4	3	2	1
(3.26)	<b>I often feel left alone when I have to make difficult decisions about a patient's care</b>	5	4	3	2	1
(3.27)	<b>I regularly have access to relevant trainings to keep my skills up to date</b>	5	4	3	2	1
(3.28)	<b>It makes me feel appreciated when patients are grateful</b>	5	4	3	2	1
(3.29)	<b>I usually cope well with changes at work</b>	5	4	3	2	1
(3.30)	<b>It is difficult for me to speak openly to my superiors about how things are really going at work</b>	5	4	3	2	1
(3.31)	<b>Suggestions made by health workers on how to improve the facility are generally ignored</b>	5	4	3	2	1
(3.32)	<b>I intend to leave this facility as soon as I can find another position</b>	5	4	3	2	1
(3.33)	<b>I would recommend to my children that they choose the health profession</b>	5	4	3	2	1

MOTIVATION SURVEY

Interview

Question Number	Question Text	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
(3.34)	I am willing to put in a great deal of effort to make this facility successful	5	4	3	2	1
(3.35)	I am proud to be working for this health facility	5	4	3	2	1
(3.36)	This hospital inspires me to do my best on the job	5	4	3	2	1
(3.37)	I am proud to tell others that I work in this ward / part of the hospital	5	4	3	2	1
(3.38)	I am glad that I work for this facility rather than other facilities in the country	5	4	3	2	1
(3.39)	These days I feel motivated to work as hard as I can.	5	4	3	2	1
(3.40)	My profession helps me to achieve my goals in life	5	4	3	2	1
(3.41)	Overall, I am very satisfied with my work in this ward /part of the hospital	5	4	3	2	1
(3.42)	I am very satisfied to have a position where I can work closely with the community	5	4	3	2	1
(3.43)	I am satisfied with the opportunity to use my abilities in my job.	5	4	3	2	1
(3.44)	I am punctual about coming to work	5	4	3	2	1
(3.45)	I am a hard worker	5	4	3	2	1
(3.46)	I work hard to make sure that no patient has to wait a long time before being seen	5	4	3	2	1
(3.47)	I always complete my tasks efficiently and correctly.	5	4	3	2	1
(3.48)	When I am not sure how to treat a patient's condition I look for information or ask for advice	5	4	3	2	1
(3.49)	I try to get on well with the other health staff because it makes the work run more smoothly	5	4	3	2	1
(3.50)	I get along well with my superiors at work	5	4	3	2	1
(4.10)	I feel that I am a person of worth, at least on an equal plane with others.	5	4	3	2	1
(4.11)	I feel that I have a number of good qualities.	5	4	3	2	1
(4.12)	All in all, I am inclined to feel that I am a failure.	5	4	3	2	1
(4.13)	I am able to do things as well as most other people.	5	4	3	2	1
(4.14)	I feel I do not have much to be proud of.	5	4	3	2	1
(4.15)	I take a positive attitude toward myself.	5	4	3	2	1
(4.16)	On the whole, I am satisfied with myself.	5	4	3	2	1
(4.20)	In this organization, I am taken seriously.	5	4	3	2	1
(4.21)	In this organization, I am trusted.	5	4	3	2	1
(4.22)	In this organization, I am important.	5	4	3	2	1
(4.23)	In this organization, I can make a difference.	5	4	3	2	1
(4.24)	In this organization, I am valuable.	5	4	3	2	1
(4.25)	In this organization, I am helpful.	5	4	3	2	1