Analyze the relevance of motivational theories to healthcare

Motivation is an aspect of human resource which is vital to an efficient healthcare sector like any other field of operation. Motivation in the workplace can be defined as an employee's level of willingness and commitment to exert maximum efforts towards organizational goal attainment. Healthcare systems have critical goals which need to be attained, therefore motivational theories are relevant. For instance, from a financial perspective, salaries of healthcare workers add up to a significant stake of the health budget in many countries, which is an aspect of motivation financially through good pay and wages. Motivation theories including Abraham Maslow's hierarchy of needs, motivation-hygiene theory and carrot and stick theory aim at retaining employees at their jobs for a longer time. Application of the motivational theories in the health system reducing the cost of hiring, recruiting and orienting new employees because the experienced ones are retained. Loosing healthcare professionals such as doctors and nurses can have adverse effects on the general health of the population in a country. Unmotivated health workers can impact negatively on the entire health system or an individual facility.

Motivational theories are relevant to health care in providing career development opportunities in that motivated health workers always strive to advance their career knowledge and expertise as well as developing the passion for working in the healthcare sector which is only active to the system. Motivational theories are also relevant in promoting the positive work environment regarding cohesion and unity among health service colleagues because there are no conflicts in the job place when the employees are happy and motivated. Motivational theories in the health care system are relevant in career planning among health workers whereby they view themselves in the long-term plans of their respective organizations and the entire healthcare sector. They, therefore, plan properly for their careers regarding their objectives, goals, and ambitions which enhance quality service provision and innovation in the health care system. Motivation cannot, however, be only financial but can be in the form of provision of adequate amenities and modern equipment to health care workers by the government or by their respective organizations.