

SUMMARY INFORMATION

ABOUT NEW CONTRIBUTIONS TO THE DOCTORAL THESIS

1. Thesis title: “***Creating employee motivation for nurses in public hospitals in Hanoi city***”
2. Specialization: Human Resource Management
3. Code: 9340404
4. Full name of PhD student: Ngo Thi Hong Nhung PhD student Code: TSQT 01006
5. Full name of instructors: Instructor 1: Assoc.Prof.Dr. Mai Quoc Chanh
Instructor 2: Dr. Dao Quang Vinh

7. New academic and theoretical contributions:

Based on the overview research, the theoretical basis of employee motivation and creating employee motivation for nurses, the thesis has:

- The thesis has built a new research model and tested the research model of motivational tools affecting the employee motivation of nurses in public hospitals with 8 independent variables including financial performance, performance appraisal and recognition, working conditions and environment, training and career development, employee empowerment, leadership relations, co-worker relations, relationship with patient and patient's family and 01 dependent variable (employee motivation)
- For each motivational tool variable, the author has inherited from previous studies, calibrated the scale and given the appropriate scales for the research content.
- For the dependent variable (employee motivation), the author has approached in the direction of assessing motivation based on 3 criteria which are the hospital engagement, job satisfaction and work performance. In which the scales have been inherited and adjusted to suit the characteristics of nursing staff in public hospitals in our country.
- The thesis has assessed the impact of motivational tools on the employee motivation of nurses in public hospitals in Hanoi.

The thesis has conducted additional qualitative research after having quantitative research results in order to explain and clarify new findings on the impact of motivational tools on employee motivation of nurses in public hospitals.

Through survey data from 385 nurses working in public hospitals in Hanoi city, the thesis has confirmed the positive relationship between independent and dependent variables. Therefore, the thesis provides several proposals and recommendations to improve employee motivation of nurses in public hospitals in Hanoi city as well as the whole country, such as solutions on salary policy and welfare regimes; training and creating promotion opportunities for nurses; improving the working environment and conditions; building hospital culture and promoting harmonious relationships among individuals in the hospital...

PhD Student

Ngo Thi Hong Nhung