

## CONFERENCE ABSTRACT

### Identifying the determinants for attractiveness of interdisciplinary forms of care from the perspective of health care professionals

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Since the collaboration between care givers occurs on a voluntary basis in Austria, the development of integrated care initiatives relies primarily on the engagement and commitment of health care professionals. Motivation theory suggests addressing needs and individual goals in order to achieve higher commitment. If health care professionals believe that their personal goals can better be achieved in integrated care models we can expect a growth in interdisciplinary care provision.

The aim of the study is to identify motivational factors and determinants of attractiveness in interdisciplinary forms of care.

The development of the questionnaire was based on motivational theory, especially Herzberg's Two-Factor Theory, McClelland's Need Achievement Theory, Vroom's VIE Theory and previous studies on motivational factors in health care settings. In the first part information was collected on the respondent's professional background, their working experience, age, work-life attitudes and general preferences for interdisciplinary forms of care. The second part addressed motivational factors and determinants of attractiveness of interdisciplinary forms of care. The sample included practicing physicians, nurses and other non-physician health care professions. Statistical methods included frequency distributions, explanatory factor analysis, t-test and regression analysis.

The main sources for motivation are the work itself (interesting and meaningful work, working independently and with responsibility) and recognition and feedback. At their current workplace expectations concerning security and social relationships are met to a high degree whereas expectations concerning recognition and feedback are met to a low degree. Respondents were divided on the expected consequences of entering integrated care networks. Nurses and medical-technical staff expected more challenging work and stated that their interests could be better pursued in integrated forms of care. Doctors expected a reduction in autonomy and stated that their interests could not be better pursued in integrated forms of care.

Several suggestions for designing attractive workplaces can be drawn from the findings of the survey. Results suggest that health care professionals are highly motivated by the work

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itself and by recognition and feedback. In order to increase attractiveness the following components have to be considered: working independently and with responsibility, interesting, meaningful and challenging work, performance-based compensation, feedback on performance, career opportunities and job security.

A better understanding of motivational factors and attitudes towards interdisciplinary forms of care provides the basis for designing care in a way to meet the needs and interests of all groups involved. Paying attention to the individual goals of the care providers involved can facilitate the dissemination of interdisciplinary forms of care. The results of the study suggest that two factors seem to be crucial in obtaining the commitment of health care professionals: the dedication to the work itself and the desire to remain independent and autonomous.

Respondents were students enrolled in postgraduate master programs. Their common interest in continuous education and learning could induce similarities in working motives and attitudes.

Further studies, particularly ones using qualitative methods, should concentrate on the process of the formation of work values and attitudes.

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**Keywords:** motivational factors; health professionals engagement; interdisciplinary forms of car

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