

Managerial Factors Associated with Work Motivation: a Hermeneutic Vision In the Field Of Public Health From the Experiences of Nursing Professionals

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ABSTRACT

There are multiple managerial factors associated with work motivation, which currently affect the professional nursing field, generating a significant decrease in the quality of patient care and therefore of human care, denoting a lack of pedagogical knowledge and/or administrative strategies. From these perspectives, this article aims to generate a hermeneutic vision on the managerial factors associated with work motivation in the field of public health from the experiences of the nursing professional. Therefore, it was developed following the principles of the interpretive, post-positivist paradigm, with a qualitative approach and with the support of the phenomenological-hermeneutic method, based on Abraham Maslow's Theory of the Hierarchy of Needs, McClelland's Theory of Social Motivations, Hull's Drive Theory, Adams' Equity Theory, Herzberg's Double Factor Theory and the Theory of Human Care. Likewise, the informants were (3) nursing professionals from the Dr. Ángel Larralde University Hospital. In-depth interviews were used. And the information was processed through categorization, structuring, triangulation and contrast. Finally, as emerging reflections, it emerged that work motivation is important in public health management, allowing the nursing professional an essential element of personal improvement, where professional knowledge makes efficiency and effectiveness values that contribute to providing quality human care that transcends the product of the vocation of service, empathy, and human sensitivity.

Descriptors: managerial factors, work motivation, public health, nursing professional.

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