

**A STUDY OF NURSES' MOTIVATION FOR WORK AND FACTORS AFFECTING IT:
A BASIS FOR EDUCATIONAL ACTIVITIES AMONG NURSES IN NAJHRAN REGION**

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Abstract

Aims: This research study explored the current motivation status level for nurses in the Najran Region of Saudi Arabia, in order to identify the factors that positively influence levels of job satisfaction and motivation among Saudi nurses.

Method: This descriptive, exploratory cross-sectional study used a mixed-method design to examine the motivational factors that influence the job satisfaction among the nurses in the Najran Region of the Kingdom of Saudi Arabia. to inform the decisions of Saudi policymakers and assist them in leading to a development of intervention strategies that will be effective in improving motivation and job satisfaction of nurses in this specific region. Quantitative data were analysed through the Statistical Package for the Social Sciences (SPSS, V26.0); descriptive and inferential statistical tests were utilized. Qualitative data were analysed with a thematic approach, using NVivo 9® qualitative analysis software.

Results: The results of this study indicate that Saudi nurses working in public hospitals are dissatisfied with their jobs. The given data show that there is a huge masking of the problem of gender disparity in which there is a higher proportion of male nurses than female nurses. Factors such as the career stage, work duration, and generational differences could be a point of influence in how the relationship between age and motivation among nurses. Therefore, that there were no significant differences in educational strategy scores between different age groups of nurses in Najran. Also, there is no difference in the scores between experience groups at this 95% level of confidence.

Conclusions: The study recommended that providing a conducive work environment to care for healthcare practitioners and implement specialized interventions can make them motivated, and thus many benefits from good patient care outcomes in Najran hospitals.

Keywords: Motivation, Nurses, nursing job satisfaction, Kingdom of Saudi Arabia.

Introduction

As the primary caregivers who are directly accountable for the well-being of their patients, nurses are essential to the delivery of high-quality healthcare (Aiken et al., 2012). Effective healthcare delivery depends on their competence in preserving patient safety, controlling the quality of treatment, and functioning in supportive contexts (Van van Heijden et al., 2016). But nurses face a variety of complex issues across the world, from workplace politics to patient relations, which frequently cause them to lose concentration and jeopardize the quality of patient care.

It is critical to comprehend the subtleties that influence nurse commitment in order to successfully handle these issues. Studies show that intrinsic motivation—which comes from things like competence, enthusiasm, and autonomy—is the cornerstone of nurses' commitment to their careers (Van van Heijden et al., 2016). Psychosocial elements in the workplace also have a big impact on how well nurses perform, which affects their motivation and job satisfaction (Al-Shehry et al., 2018). The implementation of interventions that focus on these aspects, including sufficient

staffing, resource allocation, stress management techniques, and strong support networks, has the potential to reduce burnout and maintain the wellbeing of nurses. The role of continuing educational interventions is clearly becoming a significant way in which nurses' satisfaction and motivation levels at workplace can be boosted (McHugh et al., 2017). Nurses are the backbone of every healthcare system and these interventions that consist of leadership training, stress management programs and career development opportunities strengthen their competencies and export support required for facing these challenges (McHugh et al., 2017). Further, continuous educational studies assisting towards continuing education programmers. Also, are significant to maintain the motivation and competence of their nurses (Lake et al. 2014).

Apart from getting to choose their own shifts, some nurses also love very much visiting patients and learning skills that each of them needs. This can be done with tailored educational interventions customized to individual nurses' needs and preferences which may also be helpful in improving job satisfaction and retention rates (Snell et al., 2019). They bring forward the idea of pinpointing the motivational factors and targeting the patients with the right support.) In this, the nurses will be equipped and motivated to smash the hurdles and remain actively engaged in their roles (Snell et al., 2019). In addition to that, organizational support system is the most critical factor when it comes to motivating and developing a nurse's health to be well (Aiken et al., 2012). Teamwork, ability of the nurses to identify themselves in the strengths of the staff members, and adequate training to advance to higher positions are among the most vital aspects to motivate nurses (Aiken et al., 2012; Al-Shehry et al., 2018).

In conclusion, meaningfully integrating the complex interplay described above between internal motivation, work environment conditions, and educational activities provides a thorough solution to overcome the nurses' challenges of delivering high-quality patient care. In light of these themes, this study is intended to assist in devising creative strategies for fostering nurse motivation phase which as most likely will go into hand with healthcare participation in the Najran region as well.

Methods

Study Design

This research will entail the set of the objectives, which will be multi-directional, will be to evaluate and find the program that fits the best for the motivation of the nurses in the region of Najran in Saudi Arabia. Primarily, the research methodology purpose intends to evaluate the current motivation status level for nurses in the region, and this will provide baseline understanding of both intrinsic as well as extrinsic motivational factors. The study is going to be based on the data collection through channels such as surveys, interviews, and observatory methods aiming to identify nurses' specific nuances in motivation in this setting. Another aspect the research will concentrate on is the discovery of the things acting as nurses' motivation either or the ones hindering their motivation in this region. The research focuses on these aspects, like the

environment, a nurse works in, the workload, popular styles of leadership, recognition given, and promotional prospects, in order to understand the complex interplay between a nurse's choice of work and his/her motivation. The multidimensional approach will allow us not only to have a deeper insight in the challenges nurses tend to face in the area but also to have a well-grounded approach in the matter with the help of the strategies that it will permit to develop.

The research pursuit will finally lead to a development of unique educational resources aimed at resolving the identified factors and improving the motivation, productivity, and job satisfaction among nurses. By utilizing scientific literature as well as those from learnt research communities, these educational projects will be personalized to the difficulties and unique needs nurses in Najran have to fulfill. The research seeks to mitigate employment inhibitors of nurses and provide the supportive environment they need. Consequently, the nurses will be inspired to serve as model healthcare providers. On this front, we anticipate that the adoption of this proactive approach will in the course of time lead to better healthcare delivery and a reinvigorated nursing workforce that will in effect boost both healthcare providers and patients in the region.

Statistical Tools:

The study will combine the use of quantitative and qualitative methods to examine the motivational factors that influence the job satisfaction among the nurses in the Najran Region of the Kingdom of Saudi Arabia. The original intent will be to survey nurses on their levels of motivation and then to gather various motivational factors using validated tools. Such surveys will generate structured data on a statistical basis to facilitating identification of causal relationships among the different factors. Further to the surveys, a qualitative method will also be involved in order to examine them in more detail from the perspectives of nurses about their needs, opinions and experiences. The depth of interviews will also be undertaken by nurses to get their views on motorization and by them both explaining the root of their motivation. This qualitative way of interviewing will bring a gray edge to the picture, and it will provide a deeper perspective of the diversified elements affecting nurses' motivation in the region.

Analysis of data must be organized using both thematic analysis and numeric tools. Thematic analysis will be used to extract of those themes and patterns that are consistent and representative during the qualitative interviews, serving to provide the interpretation of the qualitative components of nurses. Statistical tools would be used to analyze the qualitative data from survey, including descriptive statistics express summary data, while inferential statistics to explore relationship and association among variables.

Research will utilize mixed-method approach that combines both quantitative surveys and qualitative interviews in order to reach the point whereby it can provide comprehensive picture of motivation among nurses in the Najran Region. Through the use of a mix of the tried-and-tested quantitative and qualitative data analysis techniques, more in-depth analysis and interpretation of

the collected data will be possible, leading to a development of intervention strategies that will be effective in improving motivation and job satisfaction of nurses in this specific region.

Ethical Considerations:

Research acknowledges a host of ethical matters assisted by the fact that it is aimed at investigating the nurse motivation in the Najran region of Saudi Arabia. One of the main issues is getting participants' consent which is undertaken with either respect to cultural significance or religious beliefs. To tackle this issue, the study will put a lot of weight on the communicating the reason of the research as well as the procedures so that the participants understand about their involvement and rights. The addressed languages of the consent form will be provided to the participants to ensure that the participants have an understanding as well as to respect the cultural implications regarding consent. The main thing that we should keep in mind is the confidentiality of participant information for the purpose of protecting their privacy and for us to gain their necessary trust. Data protection guidelines, with de-identification of the data and securing electronic records, will be applied in the course of the research to ensure the confidentiality of the participants. In the same manner, the data gathered will only be used for research and kept as confidential as possible. Care should be taken by all methods not to expose to the pain or discomfort of the audience when they are talking about such delicate topics as motivation and job satisfaction. This study will provide support to participant who are emotionally troubled and will ensure that depression recovery resources such as assistants and counselors are available for them. In addition, ethical approval from an institutional review board will be gotten to be sure that the research observes laid-out rules and guidelines.

Finally, the research team will be trained on leadership in ethical conduct and cultural sensitivity to create demand for community interaction. The investigation will attempt dealing with the ethical issues in advance to protect participant's self-worth and assert rights and well-being while the research is being conducted on the basis of science principles and ethics.

Results:

Table 1. Distribution of the study sample according to age

Row Labels	Age
25 > year	9
26-34 year	36
35-44 year	70
45-54 year	7
55 < year	1
Total	123

The given data demonstrates a substantial share of nurses between ages 35 and 44, which is as wide as the data partly studied by research based on the Saudi nurses (Al-Shehry et al., 2018). This age group, most likely, is made up of qualified and educated nurses who have been in the profession for many years now. Nevertheless, from the data above is that not a small number of nurses aged above 26 years but also some who are aged 26-34, an indication that there is the mix of experienced and youthful nurses in the workforce. This fits with the trend encountered in Saudi Arabia, which there has been a constant movement of the well-developing youngsters to the profession of nursing (Al-Awda, 2021). While the age group of the majority of your samples are found from the age of 35 to 44, there are showing up from age groups of younger than 25 and older than 55 nurses as well. Similarly, this diversity in age composition mirrors the demographical mix that constitutes nursing workforce in Saudi Arabia as different age brackets make their part of the nursing workforce (Al-Awda 2021).

The data from my demographics in accord with this body of literature suggests a diverse age profile, where nurses aged 35-44 as majority, with the other age groups playing significant limiting role in nursing, especially the younger ones. This depiction of the group of nurses through the lens of the age shows that we need to know and address the diversity of aspirations and dissatisfaction with work experienced by different age groups in order to prevent retention problems among nurses.

Table 2. Distribution of the study sample according to Gender

Row Labels	Sex
Male	100
Female	23
Grand Total	123

The given data show that there is a huge masking of the problem of gender disparity in which there is a higher proportion of male nurses than female nurses. This is opposed to the gender imbalance in the nursing profession that is usually prevalent worldwide. Females are typically the majority of the profession (Al-Awda, 2021). Thus, we need to mention that by the gender demographic of nursing professionals the differences may present among different countries and regions.

The Salary Degree to the higher representation of male nurses in your sample cohort goes hand in hand with gradually rising trend of male individuals entering the nursing profession in the Kingdom of Saudi Arabia (Al-Shehry et al., 2018). In this way, the agency champions ways to diversify nurses' ranks and re-define gender stereotypes towards nursing as mainly being a women's profession. Although the ratio of female nurses drawn from this sample tends to be less compared to male nurses, it should be acknowledged that the female nurses remain very crucial in the nursing workforce back in Saudi Arabia. Nurses, especially females, are critical professionals

in healthcare delivery and contemporary spots showcase a larger number of them in the healthcare setting than their male counterparts (Al-Awda, 2021).

Conclusively, the fact appraised hereabout indicates the reality of men nurses sharing the workplace with their female colleagues. The fact that there are still such women having the same dream as the women of their time reflects the undeviating pursuit of gender equality and diversification of nursing profession in the region. This, in turn, can only attribute to a more tolerant and dynamic medical environment.

Table 3. Distribution of the study sample according to Experiences

Row Labels	Experiences
6-10 year	37
>15 year	33
11-15 year	23
2-5 year	16
>1 year	14
Grand Total	123

The given data indicates a diversity in the length of time spent as nurses, with a majority in the 6-10 years, and the >15 years categories. So, we can see that the average age of them is somewhere in between the young and the old, thereby substantiating the fact that a similar distribution exists while reporting on Saudi nurses (Al-Shehry et al., 2018). In Saudi Arabia, as well as other Western states, the government has taken the practice of retaining experienced nurses on the while also attracting young people to the field of nursing, (Leith, 2021).

The fact that more than 15-year experienced nurses formed considerable proportion in nursing workforce denotes the significance of long-term commitment of seasoned professionals to nursing. These professional nurses provide very important assistance in their experience to patients care, equally contributing to the entire healthcare of Najran Region. Moreover, the information denotes that close about a large proportion of nurses' 6-10 years of experience provide evidence for the fact that there seems to be a cohort of professionals who have got vast experience but have just acquired the mid-career level. This shows proposals aimed at preparation of the next generation of nurses in the area, so that the level of the healthcare workforce will remain satisfied.

In general, such a data proves to reveal the diversity of the experienced and even fresh nurses working in Najran region, which has a more diverse mix. It is the representation of the above profile that fits with in extols the growth and development of nurses' professional training and

advancement in positions to accomplish the nurse's retention and satisfaction in various experience levels.

Table 4. Predictors for Level of Satisfaction and Motivating Reflecting to gender

SUMMARY						
Groups	Count		Sum	Average	Variance	
Male	100		432.6	4.326	0.658307	
Female	23		107	4.652174	0.157154	
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	1.989396	1	1.989396	3.507469	0.063506	3.919465
Within Groups	68.62979	121	0.567188			
Total	70.61919	122				

After the ANOVA results you gave it seems that the average scores for the educational strategy in the Najran region differ for the male and female who belong to the nursing profession. Nevertheless, the p-value (0.0635) slightly exceeds the 0.05 critical value accepted in most research settings. 05 mean is not different from (two-sided), suggesting that the difference is not statistically significant at the 95% confidence level.

When comparing the findings of your exploration to the literature, it was found that there have been a number of research studies that looked into the issue of gender differences in nurses' motivation and job satisfaction. However, the majority of the research has reported a significant gap between male and female nurses in the aspect of their motivation and job satisfaction (Aiken et al., 2012; Al-Shehry et al., 2018), but some have found this gender disparity unsubstantiated (McHugh et al., 2017).

It must be kept in mind that, since each situation is different and attention should be paid to the factors, which motivate in this region. Influence of cultural values, Nurses resource and organizational rules may be some of the factors contributing to the variations between male and female nurses' motivation. There is another key issue that has to be mentioned. Diversity in sample size and different methodological approaches of research may cause discrepancy in the final results.

Based on the ANOVA results we have obtained, there may be significance in outputting the educational strategy score difference of either male or female nurses. However, the lack of statistical significance tells us that additional research and investigations may be necessary to identify the motive factors influencing the motivation scores of these nurses in Najran health

region. Additional qualitative research or detailing the subgroup analysis could provide richer knowledge of gender-specific motivational factors.

Table 5. Predictors for Level of Satisfaction and Motivating Reflecting to Age

SUMMARY						
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>		
25> year	9	36.8	4.088889	1.081111		
26-34 year	36	158	4.388889	0.683302		
35-44 year	70	306.2	4.374286	0.505416		
45-54 year	7	33.8	4.828571	0.139048		
55< year	1	4.8	4.8	#DIV/0!		
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	2.346743	4	0.586686	1.014009	0.403111	2.448536
Within Groups	68.27244	118	0.57858			
Total	70.61919	122				

The ANOVA results presented in your findings suggest that there is no significant difference in the mean scores related to the educational strategies and the ages of the nurses in Najran Region's nursing programs. The result of the test value can be said as (p-value = 0.403) which is more than the commonly accepted significance level of 0. D = 0.5, which carry the information that the differences between groups are insignificant at 95% confidence interval. Source checking can help to analyze the literature on motivation of elderly nurses. Concerning motivation difference among various age groups, some research confirm the matter as fact (Baljoon et al., 2018; Al-Awda, 2021) while others report a none meaningful relation (Van der Heijden et al., 2016; Snell & Dickson, 2019).

The ANOVA's null hypothesis, (i) with a nonsignificant result implies that age cannot be a predictor of the motivation of nurses working in the Najran Region. While the above social trends may be true, we should also keep in mind the roles of the local factors and the overall conditions keeping the diversity of work conditions in nursing in Najran. Factors such as the career stage, work duration, and generational differences could be a point of influence in how the relationship between age and motivation among nurses. Therefore, in general, the findings of the ANOVA show that there were no significant differences in educational strategy scores between different age groups of nurses in Najran. There may be an implication of the complexity of the connection between age and motivation among nurses in Najran which this paper did not look at. Suggestions of more qualitative studies and further subgroup analysis can bring more depth to the level of insights into major factors affecting motivation among different age-related groups.

Table 6. Predictors for Level of Satisfaction and Motivating Reflecting to Experiences

SUMMARY						
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>		
1> year	14	55.4	3.957143	1.49033		
2-5 year	37	158	4.27027	0.52048		
11-15 year	23	105.4	4.582609	0.206957		
6-10 year	16	69.8	4.3625	1.083833		
15< year	33	151	4.575758	0.204394		

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	5.156454	4	1.289114	2.323695	0.060555	2.448536
Within Groups	65.46273	118	0.554769			
Total	70.61919	122				

From the ANOVA results that above, there seems a likelihood of a boast in average scores of different experience groups. In contrast, the p-value (0. 0606) is greater than the conventional significance level (0. 0500) which raises the probability that the null hypothesis is true. 05 ($p \leq 0,05$) meaning that there is no difference in the scores between experience groups at this 95% level of confidence.

When comparing your own findings to what literate studies show, there has been a huge deal of focus on the association between nurses' level of experience and their motivation. The varying results from different studies make it understandable that motivation differs across different experiences groups (Baljoon et al., 2018; Al-Awda, 2021) but it is quite conflicting to see the set of studies reporting no significant difference in motivation and experiences (McHugh et al., 2017; Snell & Dickson, 2019). Lacking of significance in your ANOVA results seem more like that skills does not fall into the domain of prognosis of motivation of nurses in Najran region. Nevertheless, one should bear in mind the contingent facets and the unique worker built of the health care facility in Najran in the explanation of these results. The role played by the job function, career progression chances and the type of organizational or working environment may be critical in defining the question regarding work experience and motivation among the nurses.

Thus, the ANOVA results presented no significant discrepancy in the way the nursing staffs changed behavioral pattern in different experiential groups in Najran province, yet this issue need more research to explore the complex relationship between experience and motivation. Qualitative studies and subgroup analyses can add additional benefits and provide insight to the subjects which could have affected motivation level differently depending on their experience levels.

Conclusions And Recommendations:

Gender and Age Influence on Motivation: While recorded motivational scores for girls and individuals from different age groups were slightly different, the difference was not considerable statistically. Therefore, the factors that could be considered as the possible predictors among female and young nurses are not likely to be these. Yet it is crucial to acknowledge diverse conditions and background pertaining to gender, race, and socioeconomic status in the workplace in order to build productive workforce environment and to design interventions that are appropriate for each nurse individually.

Experience Level and Educational Strategies: The impact of experience on learner motivation was evidenced by the results which showed only a slight difference. However, this difference was not statistically significant. Moreover, the outcome of the mentioned learning strategies in the matter of improving motivation alone might not be sure and that could not even reach a statistical meaning. This, therefore, means that though experience and educational approaches are factored in the motivation of nurses; these approaches may present variation in the Najran nurses motivation.

Recommendations for Practice and Policy:Recommendations for Practice and Policy:

Tailored Support Programs: Nurse support programs in the healthcare sector of Najran should focus on delivering tailored aid suited to the individual's challenges that include workload, work environment, and recognition, among others. **Continuous Professional Development:** Maintaining an environment where nurses can participate in ongoing development opportunities such as a leadership training and stress management training, can broaden their skills, make them more knowledgeable and motivated. **Promotion of Inclusive Work Environment:** Establishment of an environment in the workplace which gives space to individuals to be autonomous, capable and relational while promoting motivation and satisfaction at work is fundamental. Among these are encouraging teamwork, imparting effective communication skills and also, the availability of career development moves.

In summary, the study opens the door to numerous possibilities regarding the diverse factors associated with nurse motivation in the Najran region. There is still need, however, for a more profound and comprehensive understanding of the intricate structure underlining the individual, organizational, and contextual factors. Providing a work environment conducive to health care practitioners' nurturing and implementing specialized interventions can make them driven, thus many stands to benefit from good patient care outcomes at Najran hospitals.

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