

# **An investigation of healthcare professionals' motivation in public and mission hospitals in Meru County, Kenya.**

**Supplementary file 1: Detailed tables of Frequencies, percentages and relative importance indices of all the 23 questions.**

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**Table S1.** Motivational outcomes and 23 questions with median, mean and standard deviation scores

Motivational outcome	Questions	Median	Mean scores (5-point Likert Scale)	Standard deviation
General motivation	These days, I feel motivated to work as hard as I can.	4	3.65	1.20
	I only do this job so that I get paid at the end of the month.	4	3.69*	1.21
	I do this job as it provides long term security for me.	3	2.80*	1.22
Burnout	I feel emotionally drained at the end of every day.	4	3.32*	1.20
	Sometimes when I get up in the morning, I dread having to face another day at work.	4	3.39*	1.20
Job satisfaction	Overall, I am very satisfied with my job.	4	3.65	1.13
	I am not satisfied with my colleagues in my ward.	4	4.06*	1.10
	I am satisfied with my supervisor.	4	3.73	1.07
Intrinsic job satisfaction	I am satisfied with the opportunity to use my abilities in my job.	4	4.12	0.94
	I am satisfied that I accomplish something worthwhile in this job.	4	4.24	0.84
	I do not think that my work in the hospital is valuable these days.	5	4.11*	1.18
Organizational commitment	I am proud to be working for this hospital.	4	3.92	0.97
	I find that my values and this hospital's values are very similar.	4	3.50	1.00
	I am glad that I work for this facility rather than other facilities in the country.	4	3.44	1.08
	I feel very little commitment to this hospital.	2	2.33*	1.04
	This hospital really inspires me to do my very best on the job.	4	3.30	1.09
Conscientiousness	I cannot be relied on by my colleagues at work.	5	4.37*	1.05
	I always complete my tasks efficiently and correctly.	4	4.23	0.88
	I am a hard worker.	5	4.50	0.73
	I do things that need doing without being asked or told.	5	4.37	0.85
Timeliness and attendance	I am punctual about coming to work.	4	4.20	0.92
	I am often absent from work.	5	4.25*	1.10
	It is not a problem if I sometimes come late to work.	5	4.18*	1.04

\* The scale for negatively worded questions was reversed thus, 1 (strongly agree) to 5 (strongly disagree). Therefore, a higher score shows disagreement with negative statement and thus, implying higher motivation.

**Table S2.** Relative importance indices for all 23 motivation questions

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Total number	A*N	RII	Rank
1. These days, I feel motivated to work as hard as I can.	745	824	273	136	39	2017	553	2765	0,729	10
2. I only do this job so that I get paid at the end of the month.	205	200	357	342	172	1276	553	2765	0,461	17
3. I do this job as it provides long term security for me.	420	664	420	208	59	1771	553	2765	0,641	14
4. I feel emotionally drained at the end of every day.	250	384	372	388	89	1483	553	2765	0,536	15
5. Sometimes when I get up in the morning, I dread having to face another day at work.	200	392	393	344	112	1441	553	2765	0,521	16
6. Overall, I am very satisfied with my job.	700	796	375	118	30	2019	553	2765	0,730	9
7. I am not satisfied with my colleagues in my ward.	85	204	198	336	251	1074	553	2765	0,388	18
8. I am satisfied with my supervisor.	670	916	366	80	28	2060	553	2765	0,745	7
9. I am satisfied with the opportunity to use my abilities in my job.	1075	964	165	62	11	2277	553	2765	0,824	5
10. I am satisfied that I accomplish something worthwhile in this job.	1270	884	204	26	6	2390	553	2765	0,864	3
11. I do not think that my work in the hospital is valuable these days.	125	196	174	258	292	1045	553	2765	0,378	19
12. I am proud to be working for this hospital.	830	936	327	60	14	2167	553	2765	0,784	6
13. I find that my values and this hospital's values are very similar.	385	916	489	122	23	1935	553	2765	0,700	12
14. I am glad that I work for this facility rather than other facilities in the country.	455	784	495	140	31	1905	553	2765	0,689	13
15. I feel very little commitment to this hospital.	620	876	402	112	20	2030	553	2765	0,734	8
16. This hospital really inspires me to do my very best on the job.	490	832	465	118	33	1938	553	2765	0,701	11
17. I cannot be relied on by my colleagues at work.	90	128	102	228	355	903	553	2765	0,327	23
18. I always complete my tasks efficiently and correctly.	1235	904	156	36	10	2341	553	2765	0,847	4
19. I am a hard worker.	1710	648	111	20	2	2491	553	2765	0,901	1
20. I do things that need doing without being asked or told.	1530	716	132	34	7	2419	553	2765	0,875	2
21. I am punctual about coming to work.	45	108	171	428	246	998	553	2765	0,361	21
22. I am often absent from work.	115	116	171	244	322	968	553	2765	0,350	22
23. It is not a problem if I sometimes come late to work.	55	180	174	320	279	1008	553	2765	0,365	20