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Convention ID: 1260

Submitting author: Mr Jonathan LAM

Post title: NULL, NULL

Work Motivation among Medical Students in Hong Kong: A Cross-sectional Study

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Keywords:

work motivation

medical student

staff retention

committed and happy staff

Introduction

The Hong Kong public healthcare sector is facing a shortage of physicians. Young physicians in Hong Kong are the most vulnerable to burnout. Work motivation influences both staff turnover and burnout. Therefore, it is important to explore the work motivation of the Hong Kong medical students who are the future physicians.

Objectives

This study aimed to explore the major work motivation, and to identify factors associated with the preference for working in the public healthcare sector among medical students in Hong Kong.

Methodology

A cross-sectional survey was carried out among 923 medical students from The Chinese University of Hong Kong (CUHK) and The University of Hong Kong (HKU) between June 2016 and October 2016. The 37 items measured 4 domains of work motivation including (1) financial and working conditions, (2) work relationship, (3) influence and advancement and (4) autonomy and use of skills with a 6-point Likert scale. Multiple logistic regression was used to identify factors associated with the preference for working in the public healthcare sector.

Result

The survey revealed that "Autonomy and Use of Skills" and "Work Relationship" had the highest and the second highest mean score respectively. However, "Financial & Working Conditions" ranked the third. The logistic

regression has shown that "Financial & Working Conditions" was negatively associated with the preference for working in the public healthcare sector (p