

VĚVODA J. et al. 2013. Motivation of nurses and job satisfaction in healthcare. 1<sup>st</sup> ed. Prague: Grada Publishing, 2013. 160 p. ISBN 978-80-247-4732-3

The authors of the book Vévoda, Ivanová, Naládalová, Bártlová, Špatenková and Prošková deal in the long term with issues of nurses work motivation, their safe working environment, teamwork, communication and education in Healthcare. This publication is thus the first comprehensive work of this nature in the Czech Republic, deepening of view on the issue, which is currently being topical and socially desirable.

The book is formed by six logically successive chapters. The first chapter deals with the theories of motivation and work satisfaction in health care, presents some significant foreign and Czech research in this area.

Elaborates the two-factor theory of motivation of Frederick Herzberg. The second chapter deals with teamwork in health care. It reflects on the status of nurses in a multidisciplinary team and presents prerequisites of teamwork of nurses and doctors. The third chapter brings us to one of the most important topics, which is communication in healthcare. It deals with the means of communication, nurses communications with patients and communications of nurses in a team. Another chapter is devoted to workplace safety. Introduces readers to the risk factors of nursing and their prevention and with occupational diseases. The fifth chapter is devoted to the education of nurses. It introduces the possibilities of qualification and specialized education of nurses. A separate section is devoted to lifelong learning for nurses and its control. The main part of the publication consists of the final (sixth) chapter. It presents the unique representative survey of working values of 1992 General nurses (GN) working in Czech hospitals. Nurses compare their personal value system and the perception of its fulfillment by the employer. The investigation is methodologically based on famous

Herzberg's two-factor motivational theory, modified for use in today's healthcare conditions. Neither this additional adjustment, however, captures all aspects of motivation and work satisfaction. Data acquisition technique was the conducted structured interview managed by trained interviewers. Research is also valuable for a new concept of data processing. Besides non-parametric tests it uses the Euclidean distance model a data mining technique of decision trees. Research results are presented in six tables and four charts.

The book can be recommended to every manager in the health sector, nurses in leadership positions and senior management. Students of schools with a health focus can also find useful information here. Unfortunately, it does not address some other issues from healthcare sociology and medicine, eg. the professionalization of nursing field, psychosocial stress in relation to the practice of the profession, etc. Another concern is the lack of research tool, which could be used for further research with other health care providers. I would recommend the book also to include the topic of burnout syndrome, which is closely connected with work motivation and is still current.

Motivation and job satisfaction of nurses is a serious issue in the present day, which is receiving considerable attention both in Western Europe as well as in the USA and Canada.

Leaving of educated and experienced nurses outside the field mean additional financial costs for employers related to the recruitment of a new employee, but also a hardly financially quantifiable loss in the form of a reduction in quality of care. For this reason it is essential that managers at all levels realize, how valuable are human resources to them, and what to do to prevent excessive fluctuation. This book provides them with basic instructions.

Jiří Vévoda a kolektiv

## Motivace sester a pracovní spokojenost ve zdravotnictví



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