

Motivational Factors Influencing Operating Room Nurses: A Study in the Mazovian Region of Poland

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Citation: Joanna Jasińska. Motivational Factors Influencing Operating Room Nurses: A Study in the Mazovian Region of Poland. *Int Clin Med Case Rep Jour.* 2025;4(9):1-2.

Received Date: 19 September 2025; **Accepted Date:** 23 September 2025; **Published Date:** 25 September 2025

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1. ABSTRACT

1.1. Background: Motivation is a crucial determinant of job satisfaction, workforce stability, and the quality of care provided by operating room nurses. This study aimed to identify and analyze the key motivational factors influencing operating room nurses in the Mazovian region of Poland.

1.2. Methods: A cross-sectional descriptive study was conducted among operating room nurses working in healthcare facilities across the Mazovian region. Data were collected using a structured questionnaire that examined demographic characteristics, intrinsic and extrinsic motivational factors, job satisfaction, and professional stress. Quantitative analyses included descriptive statistics and correlation tests.

1.3. Results: Both intrinsic and extrinsic factors were found to significantly influence motivation. Key extrinsic motivators included competitive salaries, job security, and fair workload distribution, while intrinsic motivators comprised a sense of professional purpose, recognition from colleagues and supervisors, and opportunities for professional growth. Higher job satisfaction and strong team relationships were positively associated with increased motivation. Chronic occupational stress negatively impacted motivation and job satisfaction.

1.4. Conclusion: Effective retention strategies for operating room nurses should integrate financial incentives with measures to strengthen intrinsic motivation, such as professional development opportunities, recognition systems, and supportive team environments.

2. Keywords: Operating room nurses; Motivation; Job satisfaction; Poland; Healthcare workforce

3. INTRODUCTION

Motivated nursing staff are essential for ensuring patient safety and high-quality surgical care. Operating Room (OR) nurses play a critical role in perioperative settings, where their performance directly affects clinical outcomes. However, the profession is challenged by increasing surgical demands, workforce shortages, and high stress levels. Understanding motivational factors is crucial for developing strategies to improve job satisfaction and reduce turnover. This study investigates the factors influencing motivation among OR nurses in the Mazovian region of Poland.

4. METHODS

This descriptive cross-sectional study surveyed OR nurses employed in healthcare institutions across the Mazovian region. Participants were recruited through professional networks and hospital administrations. A structured questionnaire gathered data on demographics, intrinsic and extrinsic motivators, job satisfaction, and stress levels. Statistical analyses included descriptive statistics and correlation tests to explore relationships between motivation, satisfaction, and stress.

5. RESULTS

The study revealed that both intrinsic and extrinsic factors significantly influence motivation. Key extrinsic motivators included salary, job stability, and equitable workload distribution. Intrinsic motivators included recognition, a sense of professional purpose, and opportunities for career development. Positive team relationships and job satisfaction were strongly associated with higher motivation levels, while chronic stress correlated with decreased motivation.

6. DISCUSSION

Findings align with international research demonstrating that motivation in nursing depends on both financial and non-financial factors. While adequate compensation and job security are foundational, intrinsic motivators such as recognition, autonomy, and a supportive work environment play a pivotal role in sustaining long-term engagement. Healthcare managers should therefore implement multifaceted strategies, including professional development programs, recognition initiatives, and stress reduction measures to retain skilled OR nurses.

7. CONCLUSIONS

Motivation among operating room nurses in the Mazovian region is shaped by a dynamic interplay of intrinsic and extrinsic factors. Effective workforce policies should integrate competitive compensation with non-monetary interventions that enhance job satisfaction and professional fulfillment. Such measures are vital to addressing workforce shortages and ensuring the sustainability of surgical services.