

Interview Guide

**UNDERSTANDING WORK MOTIVATION AND INCENTIVE PREFERENCES
TO IMPROVE RURAL RETENTION AMONG SPECIALIST PHYSICIANS IN
RAJASTHAN, INDIA: A DISCRETE CHOICE EXPERIMENT**

SUBMITTED BY:

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Themes	Researcher's Questions	Interviewer questions	Probes
Personal work situation & Experience	<ul style="list-style-type: none"> Opening rapport building questions about the participants to know their educational & professional history. Details about their family background Sociodemographic details. Professional goals Current & previous work experience in rural /urban location if any. 	<ul style="list-style-type: none"> Please tell me about yourself, your background & your objective of joining the medical profession. I would like to know about your experience & journey as a medical professional so far. 	<ul style="list-style-type: none"> City of origin Married or single No. of years married, do you have children (If yes, how many) Is your spouse also in the medical profession? Did parental ambitions, childhood experience influence your reason for entering the medical profession or was it about your idea of service & contribution to the society? Personal background is rural or urban? Is your family also established in the same background? (urban set up or rural set up) Years of service in the current profession, Monthly household income (optional)

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Professional job demands/challenges at community health centres/semi-rural regions of Rajasthan	<ul style="list-style-type: none"> To understand the different kinds of challenges perceived by medical professionals , when they are asked to join community health centres / semi-rural areas. To understand the qualitative, quantitative & organizational job demands experienced by medical professionals at community health centres/semi-rural regions of Rajasthan. 	What does it feel like to work in semi-rural regions or to be a government specialist doctor at Community Health centres (CHC) of Rajasthan?	<p>Quantitative demands:</p> <ul style="list-style-type: none"> Working conditions (shortage of water, electricity, space, etc) Work overload Unfavourable shift work schedule Low salaries Availability of material resources Irregular working hours Workplace location <p>Qualitative demands:</p> <ul style="list-style-type: none"> Emotional demands Cognitive/mental demands Work-home conflict Harrassment by patients Threat of physical violence Demanding contacts with patients Problems of access & communication Societal politics Life security Local environment

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Job Resources (Financial & Non-financial incentives)	<ul style="list-style-type: none"> Understanding the extrinsic factors of work motivation for joining community health centres/semi-rural regions of Rajasthan? To get the understanding of financial & non-financial incentives, which can push respondents to think of working in such regions for a long period of time. 	<p>What will motivate you to join & remain in Community Health centres of Rajasthan?</p> <p>Please elaborate in detail, with example (if possible)</p>	<p>Financial Incentives:</p> <ul style="list-style-type: none"> Salary levels Rural retention bonus Other benefits (if any) <p>Non-Financial incentives:</p> <p>Social Resources:</p> <ul style="list-style-type: none"> Co-worker support Head/in-charge support Good education for children Co-location with spouse Transportation facilities Residential facilities

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Job Resources (Financial & Non-financial incentives)	<ul style="list-style-type: none"> What are the extrinsic factors of work motivation for joining community health centres/ semi-rural regions of Rajasthan? To get the understanding of financial & non-financial incentives, which can push respondents to think of working in such regions for a long period of time. 	<p>What will motivate you to join & remain in Community Health Centres of Rajasthan?</p> <p>Please elaborate in detail, with example (if possible)</p>	<p>Non-Financial incentives:</p> <p>Work Resources:</p> <ul style="list-style-type: none"> Availability of material resources such as equipments & drugs. Job autonomy Flexible time arrangements Workplace infrastructure Skill utilization (Basic equipments for routine investigation) Management style <p>Organizational Resources:</p> <ul style="list-style-type: none"> Rational procedures for transfer, promotion & placement (Procedural fairness) Participation in decision making Performance feedback Workplace culture

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Job Resources (Financial & Non-financial incentives)	<ul style="list-style-type: none"> What are the extrinsic factors of work motivation for joining community health centres/ semi-rural regions of Rajasthan? To get the understanding of financial & nonfinancial incentives, which can push respondents to think of working in such regions for a long period of time. 	<p>What will motivate you to join & remain in Community Health Centres of Rajasthan?</p> <p>Please elaborate in detail, with example (if possible)</p>	<p>Non-Financial incentives:</p> <p>Provision of career development resources:</p> <ul style="list-style-type: none"> Skill development & capacity building Possibilities for learning & professional development Skill upgradation

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Personal preferences for joining community health centres/semi-rural regions of Rajasthan	What are the intrinsic factors of work motivation for joining community health centres/semi-rural regions of Rajasthan?	Is there anything in you as a person, which inclines you towards this kind of profession?	<ul style="list-style-type: none"> • Personal values of service • Personal fulfillment • Familial values • Disinclination for private practice • Geographical affinities (upbringing, community & culture) • Rural upbringing • Familiarity with village life

How challenging is it for female medical professionals to work at community health centres in comparison to male medical professionals?

Is there any story, you want to share, where you felt happy & motivated as a doctor.

Also, a story, where you felt unhappy & demotivated as a doctor.

Thank You!!