

## SATISFACTION AND MOTIVATION WITH THE PROFESSIONAL ACTIVITIES OF NURSES ANESTHETISTS

Sh.Kh.Saydalikhujaeva

H.Y.Rustamova

F.M.Turaxonova

**Relevance of study.** Motivation for the labor process is the most important socio-economic characteristic and largely determines the direction of measures to stimulate an employee to more productive and high-quality work. The problem of staff motivation in Uzbekistan over the past decades remains one of the key problems of organizing work in various fields of activity. Knowledge of the main motivational factors allows you to purposefully and effectively influence the behavior of nurses, achieving harmony of his interests and the desire of the employer. Despite numerous studies of this problem, the issues of staff motivation remain one of the most complex and unexplored. Despite numerous studies of this problem, the issues of staff motivation remain one of the most complex and unexplored. Labor productivity is one of the key links in solving the problem of improving the efficiency of the functioning of the healthcare system as a whole. Ensuring and maintaining a high level of labor motivation of employees is one of the most difficult managerial tasks of any organization. The organization of medical activities is extremely complex, as it involves the management of heterogeneous production processes, complex technological schemes and heterogeneous categories of personnel. Another feature of the medical staff is, for the most part, the attitude to the profession as something more than a tool for making money. A profession in medicine is belonging to a group of like-minded people, to a caste, to a very conservative and closed structure.

**The purpose of the study.** to scientifically substantiate theoretical approaches to increasing the level of motivation and the degree of satisfaction with the professional activities of nurses of anesthesiologists and to develop practical recommendations for increasing the degree of motivated and degree of satisfaction with the professional activities of nurses.

### **Research objectives:**

-To study the theoretical and methodological foundations of staff motivation, as well as the system of personnel motivation management in Uzbekistan at the present stage.

-To study the level of satisfaction with the professional activities of various categories of medical personnel (managers, doctors and nurses) of medical organizations of public and private ownership of the city of Tashkent.

-To substantiate theoretical approaches to increasing the level of motivation for the professional activity of nurses

**Materials and methods:** The study was carried out in 2019-2021 on the basis of state and commercial healthcare institutions of the city of Tashkent. The object of the study was the anesthesiologist nurses engaged in professional activities in medical organizations of

state and private ownership. We used a questionnaire, a conversation. The total volume of the study included 118 people aged 20 to 60 years, of which 6,8% were men and 93,2% were women. The respondents work experience in the specialty is from 3 to 35 years.

**Results.** The results of the satisfaction study can be summarized in the form of the following conclusions: the presence of a higher level of satisfaction in all categories of personnel in commercial medical organizations compared with state ones, a low degree of satisfaction with the salary level in all categories of personnel regardless of the type of organization, the most favorable prospects for career and professional growth, a more favorable psychological climate, greater independence in decision-making working solutions in commercial medical organizations. Job satisfaction is the most important criterion for the development of professional self-awareness, directly related to the overall motivation of employees and is considered as an important human resource, which is a subtle indicator of both the current state of the organization and future prospects for its development. The results of the study of the degree of satisfaction of nurses of anesthesiologists of medical organizations of the state form of ownership showed an average level of satisfaction in general, but a large proportion of dissatisfied employees attracts attention. Thus, during a survey of nurses of state medical organizations, it turned out that 30.9% of representatives of this professional group are not satisfied with their work. In commercial medical organizations, a survey of nurses revealed that 80% of respondents are generally satisfied with their work, only 8% of respondents are not satisfied. Nurses of anesthesiologists working in state medical organizations are quite satisfied with the psychological aspects of their activities, relationships with colleagues and managers, in principle, they are satisfied with working conditions, but they are not satisfied with the monotony of work, its regime and the amount of earnings.

**Conclusions.** A study of literary sources has shown that, despite a sufficient number of research papers devoted to the motivation of personnel of medical organizations, the features of the motivational structure of medical personnel, depending on their professional status, as well as taking into account various forms of ownership of medical organizations, have not been practically studied.

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