Development and Application of a Motivating Factors Evaluation Scale for Family Doctors in China

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Abstract

Objective: To establish a reasonable incentive mechanism for FDs and increase their work motivation, it is necessary to evaluate the incentive status of FDs. At present, there is no scale evaluating motivating factors for FDs. This study aims to develop and validate an instrument to evaluate the status of FD incentives. Methods: We used literature review and panel discussion to form the initial evaluation tool of family doctor motivating factor. Then a questionnaire survey was conducted among 4988 medical staff in 8 districts of Beijing. The data were analyzed by item analysis, exploratory factor analysis, confirmatory factor analysis, and reliability evaluation of the data, and the developed scale was used for empirical research to evaluate the incentive level of FDs in Beijing. Results: The scale included 18 items in 4 dimensions: incentive payment, individual development, work values, and the organizational environment. The variance explained by the four common factors was 83.78%. The results of the EFA and the CFA proved that the questionnaire had good validity. The Cronbach’s alpha for the total scale was 0.979. There were differences in FD incentive levels by region, age, educational level, professional title, working years, and employment method. Conclusions: The family doctor motivating factor evaluation scale has good reliability and validity. The scale evaluation results show that the motivation of FDs with different demographic characteristics in Beijing is different in terms of incentive levels.

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