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# TIPS: How can you retain healthcare providers and keep them satisfied?

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## Abstract

Studies have shown that job satisfaction is a major cause of turnover among healthcare providers. This article provides some useful tips and a checklist that may help employers in accessing their employees' level of satisfaction, but each factor relative importance varies from one provider to another. In addition these factors not only help with retaining current employees it will also facilitate the recruitment of new providers.

## INTRODUCTION

Job satisfaction is a major cause of turnover among healthcare providers and with the current shortage of skilled healthcare providers it is important to keep them satisfied. This in turn will lead to high retention and successful recruitment of new providers. This article provides a useful checklist that should be examined, but each factor relative importance varies from one provider to another.

## HEALTH CARE PROVIDERS JOB SATISFACTION TIPS:

1- Provide the opportunity to grow professionally by mentorship, offering extra training in area of special interest, sending them to meetings, allowing them to perform independently and leaders to evolve, increase their responsibility and challenge their abilities. Make sure that they see their bright future and visualize their career path. It is important to work with them to plan what can be done to reach their professional goals.

2- Teamwork is a desirable goal as it increases cohesion between health care providers. Health care providers usually do not leave the places where they feel comfortable at and have friends in. Sponsor out of work activities to give them a chance to interact and to know each other. Also design group activities that can facilitate working together and help them to bond. Programs with cohesive teams will enjoy high moral and infuse positive energy with in the work place.

3-Make them feel appreciated: Health care providers usually ask for feedback and this include "thank you". Developing a reward system is a way of directing them toward the

management goals. Create other forms of recognition that will reinforce their hard work and provide a message for all other providers that they can follow this example and that you appreciate their effort.

4- Give them enough attention: health care providers will always appreciate professional and personal attention. For example pay attention to them when they are sick, when one of their families is sick. Support them when they are preparing for their board exam.

5- Have a good work-life balance: many health care providers have families or personal responsibilities and will be making their decision according to their professional and personal needs. Places that realize that and look to each individual circumstances and try to accommodate their needs will be highly desired. Today's health care providers put more emphases on their family lives and the management that respects this trend will be rewarded by deep worker loyalty.

6 -Identification of dissatisfied providers

Healthcare providers do not leave suddenly and their performance may show early symptoms of dissatisfaction and departure. Some of these changes may include decline in their performance, start to look as if they are not interested in projects or activities, not asking for extra work, leaving early and calling sick. Health care providers then start to look into other job opportunities that are more attractive. Early detection of these behaviors and working with them is crucial.

**TIPS: How can you retain healthcare providers and keep them satisfied?**

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Check list Questions for healthcare providers

1. Do you have the opportunity to grow professionally?
2. Do you work as a team?
3. Do you feel appreciated?
4. Do you get enough attention?
5. Do you have a reasonable work-life balance?

**References**

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