ABSTRACT

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Thesis Title	Interest in course curriculum and motivation of the Basic Health Staff (BHS) to work in rural areas in Myanmar		

Abstract of Master's Thesis

Background: Workers motivation is a complex process. Health system performance and health outcomes are integrally dependent on health workers' motivation. The shortage of well-trained health workers is growing chronically. While sufficient numbers of professional health worker are needed, we also need to scale up health professionals' education. In Myanmar, health service delivery in rural area is based upon rural health centre (RHC) and sub-rural health centre (Sub-center) where provide comprehensive health care services to 70% of country population. Health staffs in those centres are understaffed in the rural areas with several reasons. Curriculum of the training courses for basic health staff (BHS) such as PHS-II (Public Health Supervisor, Grade-II), PHS-I (Public Health Supervisor, Grade-I) and and CHA (Condensed Health Assistant) at University of Community Health (UCH) are an important, tangible factor and opportunity to increase the motivation and skills of health workers to continue their work in rural areas.

Objectives: The general objective of this study is to find the relation between the interest in course curriculum offered by UCH for promotion of BHS and motivation of BHS to work in rural areas in Myanmar.

Specific objectives are

1) to determine the interest in course curriculum of BHS,

2) to determine the motivation of BHS, and

3) to identify the factors influencing their motivation and curriculum interest.

Method: A cross-sectional study was conducted at UCH, Magway, Myanmar by using four focus group discussions (FGD) included nine participants for each group, and applying a self-administered semi-structured questionnaire for BHS students. Total of 213, PHS-I (N=86) and CHA (N=127) students responded to four point likert scale questionnaires. PHS-I students are PHS-II with more than 3 years of experience who attended the training course to become PHS-I. CHA students are PHS-I with more than 3 years of experience who attended the training course to become CHA. Mean motivation score and mean curriculum interest score regarding characteristics of participants were calculated. Correlation between motivation and curriculum interest were determined by Pearson's correlation coefficient. Other factors influencing on motivation and curriculum interest were explored by FGDs. A logistic regression model was used and the best model was selected using a backward stepwise method. FGDs were manually analyzed by thematic analysis.

Result : Motivation to work in rural areas was associated with age in PHS-I students. Those 20–24 years old had the highest motivation. For CHA student, education level was associated with motivation. University/collage graduates had higher motivation than those who high school passed.