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Biography

Janina Ribeliene, is a registered nurse with over 30 years of professional experience, currently serving as a Senior Nursing Administrator and Anaesthesia and Intensive Care Nurse at the Department of Anaesthesiology, Hospital of the Lithuanian University of Health Sciences Kaunas Clinics. Her professional interests focus on patient safety, quality improvement in nursing care, and evidence-based practice in the treatment of critically ill patients. Actively involved in enhancing nursing staff competencies and optimizing care processes, she has published four scientific articles in peer-reviewed international journals on anaesthesia, intensive care, and patient safety. Committed to continuous professional development, Janina firmly believes that the nurse's role is vital in ensuring high-quality, safe, and dignified healthcare.

Motivational Factors Among Nurses at the Lithuanian University of Health Sciences Kaunas Hospital

Abstract:

Methodology and Participants: The primary research tool was a standardized questionnaire based on Herzberg's Two-Factor Theory, supplemented by an author-developed instrument. The study involved nurses working at the Lithuanian University of Health Sciences Kaunas Hospital (Hipodromo g. 13 and Josvainių g. 2). A total of 143 nurses participated, with a high response rate of 99.1%. Ethical approval was granted by the Kaunas University of Health Sciences Bioethics Center (No. BEC2-797, 2024-06-17).

Results: The results indicated that financial compensation was the most significant motivational factor (21.33 points), having a stronger impact on overall job satisfaction (50.5 points) than job content (20 points) or positive relationships with colleagues (18.9 points). While career opportunities (13.58 points), advancement, and increased responsibilities (15.33 points) were appreciated, their influence on motivation was relatively lower. Notably, the quality of interpersonal relationships (18.9 points) played a key role in supporting nurse motivation.

Conclusions: The study revealed that nurses are motivated not only by salary but also by meaningful job content, positive relationships with colleagues, professional recognition, and flexible work schedules. These findings confirm that both working conditions and intrinsic job factors are critical in enhancing nurse motivation.