

**Abstract**

**Special Paper**

**Motivation and Job Performance among Nurses in the Private Hospitals in Malaysia**

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**Abstract**

**Introduction:** In the wake of stiff competition and increasing expectation from the patients, nurses' job performance in the private hospitals is crucial to overcome the challenging situation. According to motivational theory, motivation is essential in enhancing job performance. It is a drive that induces a person to seek and accomplish satisfaction of needs. Hence, it is believed that striking a balance between intrinsic and extrinsic motivation may lead to greater satisfaction of needs and in turn, to higher job performance.

**Aim:** The aim of this paper is to provide a conceptual analysis of motivation and job performance of nurses in the private hospitals in Malaysia. This paper is guided by Herzberg's Two Factor theory in establishing the proposed theoretical framework.

**Results:** Our conceptual analysis suggests that both intrinsic and extrinsic motivation will be positively related to nurses' job performance.

**Research Implications:** This study provides an avenue to researchers to examine nurses' job performance by using intrinsic and extrinsic motivation. It also offers the healthcare managers to identify their nurses' needs so that relevant motivational programs can be designed to motivate and lead them towards achieving their desired job performance.

**Keywords:** job performance, intrinsic motivation, extrinsic motivation, nurses.