

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Full name of the author: **Chu Tuan Anh** Course: K13
Topic: “**Motivating employees in health-care facilities in Vietnam**”
Major: Economic management *Code:* 9.31.01.10
Supervisors: Supervisor 1: Dr. Vu Dang Minh
 Supervisor 2: Dr. Tran Dinh Toan
Training institution: Central Institute for Economic Management.

SUMMARY OF NEW CONTRIBUTIONS OF THE THESIS

1. Theory:

1) The thesis approaches research on motivation through building a research model on factors affecting the working motivation of employees at health-care facilities so that through this impact relationship will identify tools to motivate employees. Next, the thesis applies the Structural Equation Modeling (SEM) to test the research hypotheses. This is the first research in Vietnam on motivating employees to work in the health sector and uses this new and modern research method.

2) This is the first research on motivating employees at health-care facilities in Vietnam that proposes criteria for assessing the work motivation, the status of the level and direction of the impact of factors on the work motivation of employees at health-care facilities.

3) The thesis contributes into building and developing a theoretical basis about the way that the State influences the development of the health service sector through policies and motivational tools for employees at health-care facilities in Vietnam.

2. Practice

1) This is the first research in Vietnam on employee motivation in the health sector on a large scale nationwide, with a large survey sample..

2) The thesis assesses the current status of work motivation of employees in health-care facilities in Vietnam. Assess the satisfaction level of motivational tools that managers are applying to motivate employees at health-care facilities in Vietnam.

3) The thesis assesses the extent and direction of impact of motivational tools on the work motivation of employees at health-care facilities in Vietnam.

4) The thesis proposes a number of solutions to motivate employees at health-care facilities in Vietnam, in which emphasizes solutions on income and the professional significance of medical employees.

Ha Noi, .../...../2022.

Confirmation by Supervisors

PhD student