

**Medical doctor's strike and their motivation: a case of Muhimbili
national hospital in Dar es salaam
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This study explored on medical doctors' strikes and their motivation, using a case of Muhimbili National Hospital. The objectives of the study were: To identify the root cause of the medical doctors strikes at MNH, to determine the impact of the strikes on medical services at Muhimbili National Hospital (MNH) and recommend on how health service providers at MNH could be motivated. The study employed both qualitative and quantitative research approaches. The study included the sampled respondents from the senior administrative management of Muhimbili National Hospital, the medical doctors, nurses and the auxiliary/supporting staffs. The respondents were Senior Administrator (10), Medical doctors (50) Nurses (20) and auxiliary staffs (20). The study employed purposive and stratified random sampling. The instruments of data collection included interview schedules, questionnaires and document review. The findings indicated that the medical doctors and nurses' strike due to dissatisfactions linked to low salaries. Respondents maintained that the salaries were not commensurate with the status of MNH, which was the single most reputable referral hospital in Tanzania. However, equitable provision of allowances and remuneration package at Muhimbili Hospital ranked first as a non-material aspect attributed to strikes. The findings, strongly suggested that the recurrent strikes by medical doctors and nurses are largely fueled by poor working environment with poor working equipment, lack of medicine and lack of participatory management with a capacity to resolve or contain the rising tensions and workers dissatisfactions. The responses from the medical doctors, nurses and auxiliary staffs suggested that they resort to strikes because their voices are not heard by the internal hospital management, otherwise they would not respond through strikes. This study concludes that transparency and participatory management are essential for optimal minimization of strike events at Muhimbili National Hospital. It is recommended that the management of Muhimbili Hospital has to create a well defined system of monitoring the meetings that are being held in each unit and the extent to which the decision made in them are implemented. Also, there is need to review the salary scheme and ensure there is equitable provision of incentives among the doctors and nurses

Muhimbili National Hospital. It is also imperative that doctors and nurses have to be given holidays.