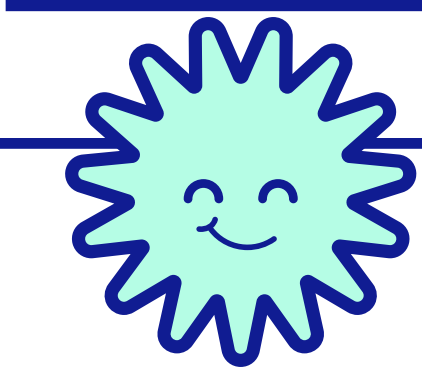


BASIC NEEDS SATISFACTION AND WORK RELATED PSYCHOLOGICAL OUTCOMES OF OCCUPATIONAL AND PHYSICAL THERAPISTS IN THE REHABILITATION CLIMATE



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Introduction

Work-related psychological outcomes such as work meaning, job satisfaction, mental well-being, and compassion fatigue have a great impact on healthcare professionals' abilities to engage successfully in their job. Within organizations, social environments, or climates the self-determination theory posits that employees' work-related psychological outcomes will be determined by employees' satisfaction with the three fundamental basic psychological needs for autonomy, competence, and relatedness that will increase work motivation, work performance, and work-related psychological outcomes. Despite the plethora of research using the self-determination theory in various fields of study little is known about their relations to work-related psychological outcomes of healthcare professionals.

Basic Needs

The need for autonomy expresses the individual's experience of acting from his self and being in control of his action. The need for competence expresses the feeling of being effective and successful in performing according to one's capacities and skills and mastering the environment. The need for relatedness represents the reciprocal experience of belonging, social relations, involvement, and connection with others. Regardless of a person's conscious awareness of his or her aspiration, the SDT asserts that experiencing the satisfaction in these three basic needs will enable personal growth and integration.

As for the basic need for relatedness, preceding studies further divided this construct into three distinct forms: relatedness toward co-workers, supervisors, and clients or patients representing the three forms of beneficial that public workers are engaged with. This distinction between the three forms of relatedness is predominant in the healthcare context since a sense of belonging is in the essence of therapy, both for the provider and for his patient. Employees that experienced a sense of relatedness from their administrators also opted to seek better relationships with their patients.

Study Sample

This study was conducted with 152 occupational and physical therapists in Israel. 74.2% were physical therapists and 25.8% were occupational therapists. The majority of the participants were female (94.1%). Participants' age ranged from 25 to 63 (M=36.6, SD=7.76). Out of the participants, 47.1% were working in multiple workplaces and 52.9% only worked at one workplace. Participants' seniority in their profession ranged from 7 months to 42 years (M=10.07, SD=8.15).

Aim

exploring how in rehabilitation settings, the satisfaction of each of the three basic psychological needs individually affects occupational and physical therapists' well-being, work satisfaction, work meaning, and compassion fatigue.

Results

A series of linear regressions were performed in order to examine the contribution of the independent variables in predicting the research outcomes. The first regression aimed to test the independent variables as predictors of mental well-being. Competence, relatedness toward co-workers, and relatedness toward patients significantly and positively predicted participants' mental well-being. The second regression, calculated to predict work satisfaction. Autonomy, competence, and seniority significantly and positively predicted participants' work satisfaction. The third regression, calculated to predict work meaning. Autonomy, competence, and relatedness toward patients significantly and positively predicted participants' work meaning. The fourth and last regression, calculated to predict compassion fatigue. Autonomy and competence significantly and negatively predicted participants' compassion fatigue.

Table 2: Standardized regression coefficients for mental well-being, work satisfaction, work meaning and compassion fatigue

	Mental well-being	Work satisfaction	Work meaning	Compassion fatigue
1. Autonomy	-.04	.46***	.18*	-.33***
2. Competence	.37***	.15*	.21*	-.24**
3. Relatedness- co-workers	.24**	.11	.08	-.01
4. Relatedness- patients	.23**	.03	.35***	-.04
5. Seniority	-.01	.16*	-.20*	.10
6. Gender (male)	.12	-.04	.00	.10
7. Profession (occupational therapy)	-.11	.03	-.13	-.07
8. Multiple workplaces	.05	-.08	.03	-.04

Note. *p < .05; **p < .01; ***p < .001. Gender: 0=Female 1=Male. Profession: 0=OT 1=PT. Multiple workplaces

Conclusion

Rehabilitation setting as a working environment set specific expectations from the healthcare professionals regarding their performance, i.e. limited timetable and specific treatment approaches. In such a climate, the healthcare practitioner does not expect to have more autonomy; thus, their well-being will be determined according to the other basic needs. Nevertheless, we speculate that although limited, autonomy still enables the HCP to be engaged and express their competence, which leads to job satisfaction. We also found that autonomy, competence, and relatedness toward patients were predictors of work meaning. Experiencing satisfaction of these psychological needs can promote occupational and physical therapists to establish and engage in therapeutic relations, demonstrate prosocial behavior, and be beneficial toward their patients. All of these are part of their role as HCP and may increase their work meaning.