ABSTRACT

Creating and facilitating the occupational and career mobility, this is defined as the ease with which one can switch careers or occupations within one career category. From clinical nurse to physician’s assistant or from nurse to community health educator, is known to be a motivator of staff and enhancer of productivity of staff and an organization. This research is about performance of Nurses in Rwanda taking Muhima District Hospital (MDH) as a case study. Its specific objectives were to establish the impact of mobility opportunities in the form of vertical mobility, horizontal mobility, career profession content modifiers such as training and related underlying cost geographical mobility and the nursing care services delivery environment (hospital facilities). The study analyzed how these factors interact to impact on performance of nurses of MDH in Rwanda and how that performance has affected the effectiveness of health service delivery of the hospital. The study suggested measures to motivate and retain nurses at the hospital in the face of expanded mobility opportunities especially the broadening of regional opportunities.