Lack of motivation in public health care has led to low work morale, absenteeism, late reporting, lack of professionalism, frequent strikes, mobility to developing countries, stealing of drugs and rudeness to patients among nurses. This situation has greatly impacted negatively on the level of service delivery and professionalism among nurses in public health sector. This study therefore intended to investigate the motivation factors affecting job satisfaction of nurses in public health centres in Kisii District. In particular the study sought the views of nurses on motivation factors affecting their job satisfaction.

The study utilized census survey design. Two sets of instruments were used to collect data; questionnaires for the nurses. Questionnaires were pilot tested in one health centre which was not included in the actual census and reliability was found to be 0.62. The study covered all the eleven Public health centres in Kisii District and targeted all seventy eight nurses in those health centres. The researcher used both qualitative and quantitative data analysis procedures. Qualitative data were organized into similar words and themes and then interpretive reports were written. Quantitative data were analyzed into frequencies and percentages with the use of SPSS for windows version 13.0. The study established that nurses are not fully motivated to work. It was revealed that the nurses derive satisfaction in the job itself, however, many of them considered salary a very important source of satisfaction. Consequently, a portion of the respondents indicated that they would leave their current positions for better paying jobs. Observation done in the health centres confirmed what the nurses voiced in the questionnaires that the working conditions are not favorable. Essential facilities were missing and those that were available were not in good condition. The environment was characterized by mutilated seats, lack of gloves and the drugs supplied were inadequate. Occasionally the drugs were not supplied at all.

It was further revealed that job satisfaction is derived by provision of opportunity for career development. The study established that though many nurses seemed too eager to advance their knowledge in the medical field, the Ministry of Health seems to be somewhat reluctant in this vital venture. Recognition was found to be lacking in the area studied. Many nurses expressed their disappointment regarding lack of recognition in their place of work. They reckoned that apart from occasional verbal praise uttered by the clinical officer they did not receive any other form of recognition. The study concluded that the nurses were not fully motivated to do their job hence they were dissatisfied and some were willing to leave their jobs for better paying jobs. Following the findings generated by the study the researcher recommended that the Ministry of Health should revisit nurses’ salary, employ salient recognition strategies, improve the working conditions, conduct job appraisal more frequently and tailor it to be result oriented, increase the work force in the sector and reduce the number of working hours especially for nurses taking night shifts. somewhat reluctant in this vital venture. Recognition was found to be lacking in the area studied. Many nurses expressed their disappointment regarding lack of recognition in their place of work. They reckoned that apart from occasional verbal praise uttered by the clinical officer they did not receive any other form of recognition. The study concluded that the nurses were not fully motivated to do their job hence they were dissatisfied and some were willing to leave their jobs for better paying jobs. Following the findings generated by the study the researcher recommended that the Ministry of Health should revisit nurses’ salary, employ salient recognition strategies, improve the working conditions, conduct job appraisal more frequently
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