



# Job Preferences of Caregivers in Integrated Medical and Nursing Care Facilities: A Discrete Choice Experiment

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## Introduction

- In China, the elderly care presents a "9073" pattern, with 90% of the elderly receiving care at home (either informal or formal care as needed), 7% receiving support from community services, and 3% receiving institutional care.
- To actively respond to the impact of aging, the Chinese government established the concept of "medical and nursing care integration" for the first time in 2013, aiming to promote the integration of medical and elderly care resources to meet the needs of the elderly for both care and medical services.
- The development of medical and nursing care integration institutions in China currently faces challenges such as insufficient number of nursing staff, low professionalism, and low service levels.
- The reasons for the shortage of long-term care workers include low job status, limited salary and benefits, demanding working conditions, and lack of career development opportunities.
- Long-term care work is often considered a job with limited prospects, characterized by high turnover, low retention rates, and low job satisfaction.

## Methods

- The aim is to provide research insights to attract and retain nursing staff. The study utilized literature research and the Delphi method to identify six attributes: Monthly income, Work stress, Income incentive, Skills training, Career prospects, and Work flexibility.
- We optimized the Discrete Choice Experiment (DCE) through D-efficiency design and conducted the experiment in medical and nursing care integrated facilities in Hubei province. Statistical analysis was performed using conditional logit models.

Attributes	Levels		
Monthly income (RMB/month)	3K	5K	7K
Work stress	>50 hours/per weeks, with >2 night shifts	~40 hours/per weeks, with 1-2 night shifts	<40 hours/per weeks, with no night shifts
Income incentive policies	No clear salary increment indicators	based on the level of the Long-Term Caregiver Certificate	based on year-end performance evaluation criteria (such as elderly satisfaction, etc.)
Skills training	does not provide	regularly conducts preparatory training	regularly invites relevant experts to give lectures
Career prospects	Ambiguous career advancement or promotion channels	Clear channels	
Work flexibility	Fixed working hours according to the schedule		Flexible working hours

Attributes	Job A	Job B
Monthly income (RMB/month)	7000	5000
Work stress	~40 hours/per weeks, with 1-2 night shifts	<40 hours/per weeks, with no night shifts
Income incentive policies	No clear salary increment indicators	based on the level of the Long-Term Caregiver Certificate
Skills training	regularly invites relevant experts to give lectures	regularly conducts preparatory training
Career prospects	Clear channels	Ambiguous career advancement or promotion channels
Work flexibility	Fixed working hours according to the schedule	Flexible working hours
Which job would you prefer?	<input type="checkbox"/>	<input type="checkbox"/>
Would you be willing to accept this job in reality?	<input type="radio"/> YES	<input type="radio"/> NO

## Abstract

- Monthly income, Work stress, and Career prospects are the attributes that nursing staff value the most.
- Implementing a reasonable scheduling system to reduce the number of night shifts and working hours can help alleviate the work pressure of nursing staff, while establishing clear rules for career advancement or promotion can enhance the attractiveness of positions.
- Combining economic and non-economic factors to formulate personalized incentive measures can save on financial expenditure.

## Results

- This study collected a total of 538 responses regarding the job preferences of nursing staff, of which 496 were valid questionnaires.
- Among the six attributes, the most influential factors for nursing staff were monthly income ( $\beta=0.581$ ,  $p<0.001$ , 95%CI: 0.551-0.611), working hours less than 40 hours per week with no night shifts ( $\beta=0.485$ ,  $p<0.001$ , 95%CI: 0.355-0.615, reference level: working hours more than 50 hours per week and more than two night shifts), and clear rules for career advancement or promotion ( $\beta=0.290$ ,  $p<0.001$ , 95%CI: 0.210-0.370, reference level: ambiguous rules for career advancement or promotion).

- Additionally, nursing staff were willing to pay RMB 834.77 per month to transition from working more than 50 hours per week and more than two-night shifts to working less than 40 hours per week with no night shifts. Furthermore, nursing staff were willing to pay RMB 499.14 per month to transition from ambiguous rules for career advancement or promotion to having clear rules for career advancement or promotion.

Attribute Levels	Regression Coefficient	Standard Error	WTP
Income level			
monthly income	0.581***	(0.0153)	/
Work stress (reference level: >50 hours/per weeks, with >2 night shifts)			
~40 hours/per weeks, with 1-2 night shifts	0.010	(0.0643)	16.386
<40 hours/per weeks, with no night shifts	0.485***	(0.0662)	834.768***
Income incentive(reference level: No clear salary increment indicators)			
based on the level of the Long-Term Caregiver Certificate	0.205***	(0.0602)	352.840***
based on year-end performance evaluation criteria (such as elderly satisfaction, etc.)	-0.015	(0.0752)	-25.473
Skills training(reference level: does not provide)			
regularly conducts preparatory training	0.201**	(0.0663)	345.955**
regularly invites relevant experts to give lectures	0.177**	(0.0609)	304.647**
Career development prospects (reference level: ambiguous rules for career advancement or promotion)			
clear rules for career advancement or promotion	0.290***	(0.0407)	499.139***
Work flexibility(reference level: fixed working hours according to the schedule)			
Flexible working hours	-0.078	(0.0458)	-134.940

Note: \*, \*\*, \*\*\* represent significance levels of 5%, 1%, and 0.1% respectively; WTP unit is in RMB.

## Conclusion

- Empirical results demonstrate that both economic and non-economic factors significantly influence the job choices of nursing staff.
- Increasing the wages of nursing staff in medical and nursing care integrated elderly care institutions remains the most effective measure to retain talent.

## References

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