

This research addressed the importance of the human resource for health in the military perspective and the effect of the different motivation factors on the level of job satisfaction of Bombo military hospital staff with the aim of improving the overall delivery of health care services.

**Objective:** The objective of the study was to identify staff motivation factors and their effect on job satisfaction at Bombo Military Hospital.

**Methods:** this study used a descriptive cross sectional survey design that involved 200 respondents (health workers) and hospital administrators in the age group of 20 – 50 years of age working at Bombo Military Hospital, Uganda, Luweero District. The sample size was determined by using normal approximation to the hyper geometric distribution formula for small populations (Evan morris 2014) at a margin error of 0.03.

**Results:** Motivation among the staff of Bombo Military Hospital in Uganda is still low which results in the increased level of job dissatisfaction. Majority of the respondents were male 117 (58.5%) than female 83(41.51%) and male were less satisfied with their jobs than the females. The result on the age of respondents revealed that the majority 115(57.5%) of 20-30 years, followed by 31-40 years 54(27.0%). The least number of respondents were of 41-50 years and those above 50 years with 18(9.0%) and 13(6.5%) respectively. There was statistically significant association between sex/age of respondents and job satisfaction. There was statistically significant relationship between profession category and job satisfaction ( $\chi^2 = 70.11$  df =3 P-value =0.001) and there was no statistically significant relationship between frequency of military promotions and job satisfaction. There was statistically significant relationship between years staff worked at Bombo military hospital and job satisfaction ( $\chi^2 = 6.86$  df =2, P-value =0.032). On the other hand, it emerged that out of 65(32.5%) nurses, none of them agreed to be satisfied with their job. Knowledge and perception of Bombo Military Hospital staff on motivation factors had a significant influence on staff's job satisfaction levels.

**Recommendation:**

The study revealed that majority of the staff at the hospital were not satisfied with their jobs

therefore recommended the following factors; clear job description on the time of recruitment should be applied to all military employees.

Military should sponsor more health workers for further studies, Separate military chain of command from health care chain of command, Retirement entitlement for all. All administrators should be educated in the field of management and not automatically made administrators due to their military ranks, all medical staff should get the respect they deserve and not discriminated by military rank or professional category, Annual leaves should be respected.

Military should provide more accommodation facilities and transport to its staff, Uganda government should provide more financial funding to BMH, and the hospital administration should introduce public service policy of annual appraisals to all its employees including the health workers.

Further research should be done so as to identify the effects of military system on health care service delivery since the leadership style in the military hospitals is more autocratic than in the civilian managed hospitals.