

Poster

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Poster 27

[P-27-06] Impact of the Course for Academic Development of Psychiatrists (CADP) on Work Motivation among Early-Career Psychiatrists: A Mixed-Methods Study

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Introduction: High work motivation among healthcare professionals is crucial for enhancing the quality of patient care. The Japan Young Psychiatrists Organization (JYPO) has conducted the Course for Academic Development of Psychiatrists (CADP), a residential international training program, since 2002 to promote the professional development of early-career psychiatrists. This study aimed to evaluate the impact of CADP on participants' work motivation using a psychometric scale and to identify the factors contributing to these changes.

Methods: We conducted a mixed-method study with 23 Japanese participants of the 21st CADP from March 8 to 10, 2024, in Himeji, Japan. Work motivation was assessed using the abbreviated version of the Measure of Multifaceted Work Motivations (MWM-12) at two time points: 2 weeks before and 3 months after the course. The total and subitem scores of the MWM-12 were analyzed using the Wilcoxon signed-rank test. Furthermore, free-text responses collected before and after the course were subjected to qualitative analyses.

Results: Significant improvements were observed in the MWM-12 total score from pre-course to post-course. Significant increases were also identified in specific sub-items: M1 (directionality of achievement-oriented motivation), M4 (directionality of competition-oriented motivation), M6 (sustainability of competition-oriented motivation), and M9 (sustainability of cooperation-oriented motivation). Qualitative analysis revealed changes in key categories, including: growth as a psychiatrist, personal networking, personal growth, and increased motivation. The integration of quantitative and qualitative findings suggested that enhanced career perspectives (M1), professional growth and peer interaction (M4), and increased self-confidence and support networks (M6 and M9) contributed to improved motivation.

Conclusion: This study demonstrated that a three-day, two-night training program positively influenced work motivation among early-career psychiatrists. Participants reported enhancements in professional skills, forming international networks, personal growth, and broadened long-term career development perspectives. These factors likely contributed to increased self-confidence and a more proactive approach, thereby enhancing work motivation.