

Article title: How Organisational and Socio-Cultural Contexts Shape Healthcare Workers' Intrinsic, Prosocial, and Public Service Motivation in Africa: A Scoping Review

Journal name: International Journal of Health Policy and Management (IJHPM)

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Citation: Diallo D, Marchal B, Belrhiti Z. How organisational and socio-cultural contexts shape healthcare workers' intrinsic, prosocial, and public service motivation in Africa: a scoping review. Int J Health Policy Manag. 2025;14:8861. doi:[10.34172/ijhpm.8861](https://doi.org/10.34172/ijhpm.8861)

Supplementary file 6

<ul style="list-style-type: none">- Community appreciation- Contextual element- Importance of the participation in "decision-making"- Lack of autonomy- Lack of policies supporting mental health service- Lack of recognition- Lack of resources- Lack of support and supervision- Lack of training- Low priority of the mental health service- Poor salary- Inequalities in allowance distribution as a demotivating factor- Promotional delays as a demotivating factor- Workloads- cultural dimension- Masculinity versus Feminity- Power distance and influence- Uncertainty avoidance	<ul style="list-style-type: none">- Gender norm- Importance of good working condition on job satisfaction- Importance of intrinsic motivation "inner motivation"- Family education and religious beliefs- Intrinsic motivation- Job satisfaction- Knowledge gap- Mechanism- continuous professional development opportunities- Passion as a driven force for intrinsic motivation- Policies supporting- Outcomes- Passion as a driven force for intrinsic motivation- Poor Working environment and condition- Prosocial motivation- Public service motivation Social culture's influence on CHW advice
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