**Physician compensation models and recommendations**

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The action of providing employees with monetary worth helps in motivating them hence making them perform their activities, thus resulting in the organization's success. Therefore, compensation management in any organization is of importance; consequently, it assists in finding, keeping as well as motivating employees, making them perform quality work. One of the past compensation model from the past for the physician includes staff mode which was used for straight salary that involved a payment of a salary that is fixed for the physician for the work performed. This model helps physicians to be focused on practicing treatment. On the other hand, the method present drawback such as difficulties in recruiting physician to be hired as well as difficulties in motivating physicians.

Second, office practices involves more than two or two physician in an office set working together. It involves tight as well as loose groups hence this kind of model may help in assisting the physician to share business as well as clinical purposes, office services like billings hence making their service care to be effective. While on the other hand,

Thus, the payment system has changed, as well as physician compensation plans. Yousaf et al. (2014) mentioned that in the year 2019, physician compensation, which involves both financial and non-financial factors, was raised. Some of these key models include; first, straight salary. This model has been used since the 1990s, but still, the physician was not as productive as they were before. It involved a payment of a salary that is fixed for the physician for the work performed. The other model is revenue minus expenses. This model does not promote physician involvement in an organization because it reduces the work relative value unit hence hindering them from performing.

Finally, basic salary plus incentive involves payment of the employee plus additional benefits which are received due to their excellent job performed hence motivating them as well as retaining them. Some of the key recommendations to the physician compensation, which can improve their effectiveness in the workforce, include; first, an integrated healthcare association physician payment plan helps in measuring the scorecard of the physician's performance. This will result in the effectiveness of their work hence contributing to successful care. Bridge to excellence is another recommendation that involves rewarding only those who meet the recognized standards. Finally, compensation through rewards that are given based on the clinical quality, which related to preventive caution as well as screening, resource exploitation as well as technology embracing, contribute to the physician's work effectiveness.

Reference

Yousaf, S., Latif, M., Aslam, S., & Saddiqui, A. (2014). Impact of financial and non-financial rewards on employee motivation. *Middle-East Journal of scientific research*, *21*(10), 1776-86.