Factors affecting decision-making process

Pre-hire expectations
Dominance of perceived benefits over expected costs ➔ motivation
- Self-development/ achievement
- Community service and involvement
- Financial and social independence
- Recognition

Employment compatibility ➔ Start of employment

Programmatic inputs
- Access to necessary training
- Recruitment and selection methodology
- Confirmation of roles and responsibilities in the community
- Agreement with terms of employment

Job satisfaction
- Feasibility of workload
- Work area
- Incentives and costs
- Supervision and operational support

Emergence of alternate opportunities
Emergence of life events or other responsibilities
- Illness
- Marriage
- Migration
- Birth / Death

Community valuation of CHW work
- CHW contribution to community health
- Concern for work requirements (mobility at night, etc.)
- Access to other care

Fulfillment of pre-hire expectations

Net impact of factors

Encourage continued employment (retention)
Opportunity for intercession, negotiation
Discourage continued employment (attrition)