Table 2: Grouping of the factors identified in articles into the themes proposed by the previous (columns 1 and 2) and current literature reviews (columns 3 and 4). The number of articles identified for each is given in parentheticals.

| Factors  | Motivational Themes proposed by Willis-Shattuck et al. (2008) review | Factors | Motivational Themes proposed by the current review |
| --- | --- | --- | --- |
| * Workload / staffing
* Availability of tools for the job
 | Resource availability | * Workload / staffing
* Availability of tools for the job
* Working conditions
* Motivational job properties
* Stable job / pension
* Quality of management / leadership
* Supervision
* Sector
* Decentralisation of decision making
 | Working conditions (54) |
| * Working conditions
* Physical infrastructure
 | Hospital infrastructure |  |  |
| * Pay
* Ability to generate income
* Pay for performance
* Informal payment
 | Financial rewards | * Pay
* Ability to generate income
* Pay for performance
* Informal payment
 | Financial incentives(46) |
| * Patient relationship
* Community engagement
* Appreciation of managers
* Peer relationships
 | Recognition/appreciation | * Patient relationship
* Community engagement
* Appreciation of managers
* Peer relationships
* Pride in organisation
* Vocation
 | Social incentives(37) |
| * Promotion opportunities
* Career intent
* Further qualifications
 | Career development | * Promotion opportunities
* Career intent
* Further qualifications
* Training
* Rural content in training
 | Career development(31) |
| * Training
* Rural content in training
 | Continuing education |  |  |
| * Education opportunities for children
* Availability of health care
* Perception of safety
* Work-life balance
* Place of work
* Roads and transport
* Housing
 | Other | * Education opportunities for children
* Availability of healthcare
* Perception of safety
* Work-life balance
* Place of work
* Roads and transport
* Housing
* Physical infrastructure
 | Living conditions(28) |
| * Other
* Demographic characteristics
* Rural background
* Rural background of spouse
* Stable job / pension
* Motivational job properties
* Vocation
 |  | * Other
* Demographic characteristics
* Rural background
* Rural background of spouse
 | Other(17) |