

Survey IDs factors influencing physician recruitment

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(HealthDay)—Factors that influence whether an internal medicine

physician will accept a position include opportunities for improved work-life balance as well as compensation, according to an article published in *Medical Economics*.

Noting that the recruitment market is highly competitive for internal medicine physicians, Cejka Search surveyed 102 internal medicine physicians completing residency in 2017 to identify the aspects of an employment offer that are most effective for recruiting.

The researchers note that the median annual compensation expectation was \$236,104 among residents; most residents expected signing bonuses of between \$10,000 and \$25,000. Location and compensation (64 and 62 percent, respectively) were more important than type of practice and family needs (40 and 35 percent, respectively) when considering an opportunity. Most internal medicine physicians (53 percent) selected hospitals as their preferred practice location, and 52 percent selected a suburban community. Profit sharing was considered the most important benefit to internal medicine physicians when considering a practice opportunity. Call pay, signing bonus, production incentive, time to partnership, and a four-day work week were the most important incentives. Benefits that could entice physicians to consider a less-desirable location included increased compensation, shorter work schedule, better call schedule, additional signing bonus, and higher production bonus.

"The results show that there are several important factors, in addition to [compensation](#), that influence whether an [internal medicine](#) physician will accept a position," according to the article.

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