

Environment  
Political  
Public sector  
Population

**Health Care Reform**

- Declared Objectives
  - Efficiency
  - Equity
  - Quality
- Strategies
- Implementation process

**Intermediary Factors**

- Congruence in objectives and values
- Incentives systems
- Degree of participation
- HR strategies

**Effects on the workforce**

**Human Resources**

- Motivation
- Organization
- Objectives and values

**Reactions of the workforce**

