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The impact of psychological capital and work engagement on to intention to remain of new nurses in the hospitals**Yoo Moonsook**

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Introduction & Purpose: New graduate nurses experience a heavy work burden and stress in transitioning into professional nurses, which results in low job satisfaction and high turnover. In Korea, the turnover rate of new graduate nurses within the first year is very high at up to 29%. Positive psychological resources, such as PsyCap (psychological capital) and WE (work engagement), may promote the retention of new graduate nurses. This study examined the influence of PsyCap and WE on intention to remain in nursing, to provide data for developing a program to improve the retention of new graduate nurses.

Methods: A cross-sectional survey design was used. A structured questionnaire was answered by 156 new graduate nurses working at two tertiary hospitals and one university hospital in South Korea. Hierarchical multiple regression analysis was used to examine the factors that influenced new graduate nurses' intention to remain.

Results: The intention to remain of new graduate nurses was correlated significantly with PsyCap and WE. A hierarchical regression of intention to remain against general characteristics, PsyCap and WE explained 33.8% of intention to remain of new graduate nurses ($F=13.185$, $p<0.001$). PsyCap ($\beta=0.413$, $p<0.001$) and WE ($\beta=0.274$, $p<0.001$) were influential in new graduate nurses' intention to remain.

Conclusion: In transitioning into a professional nurse, it is important to accumulate positive and supportive experiences to strengthen PsyCap and WE. In conclusion, to increase the intention to remain of new graduate nurses, organizational and systematic strategies should be provided to strengthen PsyCap and WE.

Biography

Yoo Moonsook has completed her PhD from Yonsei University in South Korea and she has clinical experience of 18 years. She is the Dean of Ajou University College of Nursing. She has published more than 50 papers in reputed journals and has been serving as the President of Korean Association of College of Nursing and Editorial Board Member of Korean Home Care Nursing Association.

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