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A study investigating the relationship between nursing personnel's support and their job satisfaction and intention to stay

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Background: In recent years, there has been nursing manpower shortage in medical workplaces. At present, many medical institutions in Taiwan have developed interdisciplinary training programs one by one to enable nursing personnel to flexibly support other divisions/departments, as well as improve their care capacity.

Methods: This comparative study enrolled a total of 142 subjects, and divided the subjects into two groups (with 71 subjects in each group, respectively). One group was nursing personnel who provided external support, while the other was nursing personnel who did not provide external support. This cross-sectional study used purposive sampling to enroll subjects, and used Minnesota satisfaction questionnaire and scale on nursing personnel's intention to stay to conduct questionnaire surveys on the subjects. For statistical analyses, this study used descriptive statistics, one-way ANOVA, Two-sample t test, Pearson's product-moment correlation and stepwise regression analysis to analyze the data.

Result: According to the result of analysis, this study could be briefly concluded as the following: the average age of nursing personnel was 31.96 years old, the average seniority at the current unit was 6.46 years, the average seniority at the hospital was 7.55 years, and the average total seniority of nursing work was 9.55 years; the fixed shifts of nursing personnel who provided external support were significantly positively correlated with their intention to stay ($F=6.694$, $p=0.012$), and fixed shifts ($F=6.840$, $p=0.110$), having children or not ($F=5.618$, $p=0.006$), and seniority at the current unit ($F=5.395$, $p=0.002$) of nursing personnel were significantly positively correlated with their intention to stay. Other background information was not significantly positively correlated with nursing personnel's intention to stay; the job satisfaction of nursing personnel who provided external support was significantly negatively correlated with their intention to stay ($\gamma=-0.345$, $p<0.01$), and that of those who did to provide external support was also significantly negatively correlated with their intention to stay ($\gamma=-0.338$, $p<0.01$); the significant predictor of nursing personnel who provided external support was fixed shifts, and its coefficient of determination (R^2) was 0.088, suggesting that this variable could explain 8.8% of the total variance of nursing personnel's intention to stay. The significant predictor of nursing personnel who did not provide external support was fixed shifts, having children or not, and seniority at current unit, and their coefficient of determination (R^2) was 0.195, suggesting that these three variables could explain 19.5% of the total variance of nursing personnel's intention to stay. Fixed shifts could explain the maximum individual variance of nursing personnel's intention to stay (9.0%), followed by seniority at the current unit (5.3%) and having children or not (5.2%).

Conclusion: This study is limited by money and nursing manpower, but in this era of nursing manpower reduction, this conclusion on the nurses will have a lot of help and hope for government agencies.

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