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### **Affecting factors on nurses outflows in Iran: A systematic review**

**Background:** Nurses are the biggest professional workforce at a hospital and they have become a key factor in improving productivity and competitiveness of hospitals. In healthcare industry, the attrition rate of nurses has been the highest among all employee categories. Aim of this study was to gain a deeper understanding of factors that affect nursing outflows and intention to leave in Iran.

**Method:** We conducted a systematic search in web of science, PubMed, OVID, SID, Magiran and Google Scholar in 2016. The selected time period for searching articles was since 2000 to 2016.

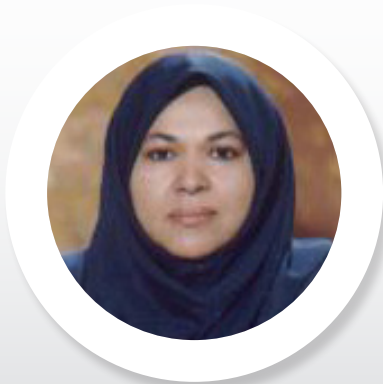
**Result:** The results indicated that tendency of Iranian nurses to leave services was correlated with justice, commitment, individual factors (type of health sector, level of income, job satisfaction, work and family conflict), organizational factors (organizational atmosphere, work issues, job stress, work exhaustion, working life quality, and ethical leadership) and cultural, economic and social factors.

**Conclusions:** Targeting interventions to enhance participation in hospital affairs, adequacy of staffing and resources and enabling and supporting behaviors and creating opportunities for growth and professional development could be beneficial for a stable nursing workforce. The challenge for nurse leaders is to use the evidence generated from this study and previous studies to develop professional practice environments that facilitate the cultural changes needed to build and sustain a quality nursing workforce. It seems essential that hospital managers consider these factors in their planning and decision makings.

### **Biography**

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