

Nurses perception towards determinants of turnover in psychiatric and general hospital, Makkah Province

Mansour Abdallah Al Manea: Bs, RN, Clinical Instructor in KAAH (King Abdul-Aziz Hospital), MAKKAH, Kingdom of Saudi Arabia



Backgrounds:

Nurses who leave profession is considered a government concern. Studies showed that it can take the form of a leakage and waste of human resources and financial resources for governments that spend money for training for nurses' citizens and then be returned annually to fill the gap or gap caused by the nurses' turnover. Little is known about the intention to stay and job satisfaction determinants among nurses in Saudi Arabia, Makkah region.

Aims:

The study aimed at exploring the determinants which is (job satisfaction, organizational commitment and self-efficacy) of intention to stay, among the nurses. Moreover, this study compared the determinants between general and psychiatric nurses in Makkah region of Saudi Arabia.

Materials:

A descriptive correlation study design was considered for this study, which comprised a total of 175 nurses.

Results:

No statistically significant difference was identified amid intention to stay, job satisfaction, organizational commitment and self-efficacy amid the psychiatric and the general nurses. In addition, a significant correlation was found to exist amid nationality, education as well as income and intention to stay, job satisfaction, organization commitment and self-efficacy ($p <$

0.05). The overall study findings highlighted that job satisfaction is the only determinant related to the intention to stay among the nurses.

Conclusions: The study added various determinants of nurse turnover to the existing body of knowledge, thereby relating to the factors concerning intention to stay, job satisfaction, organizational commitment and self-efficacy among the general and the psychiatric nurses. It can be observed that 20% of the involved survey respondents were more likely to stay in their jobs. Correspondingly, 38.8% of them were less likely to remain in their respective jobs.

antineuropathics is a key component, Job satisfaction, self-efficacy, organizational commitment, nursing, psychiatric nurse, intent to stay.

Biography

Currently he is a Nursing Educator & Health Educator in KAAH, Kingdom of Saudi Arabia. He is the Master of Psychiatric Nursing graduated in the year 2016-2018. He done his bachelor of general nursing graduated in 2012- 2015. He completed his Undergraduate at Taibah University, Saudi Arabia 2015 and Postgraduate at Fakeeh College for Medical Sciences 2018. He also served as a Staff nurse in practical side. His Clinical experience in Dammam Medical Complex (ICU) 2007 to 2009, King Abdullaziz hospital (Education in Nursing) in Makkah 2009 to now. His research skill is superior and has the potential to do more research and he has excellent collaboration skills working under pressure without negative effect in his work.

mansouralmanea42@gmail.com