

Exploring the Factors Influencing Nurses' Decision to Leave or Stay in the Profession

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Introduction

Nursing turnover is a global issue that has a significant impact on the quality of patient care, healthcare costs, and the nursing profession. The aim of this scoping review is to explore the factors influencing nurses' decision to leave or stay in the profession. A scoping review was conducted following the Joanna Briggs Institute's methodology. A systematic search of four electronic databases. The inclusion criteria were empirical studies that explored the factors influencing nurses' decision to leave or stay in the profession. The articles were screened, and data were extracted using a standardized form. The data were analyzed using thematic analysis [1].

Description

A total of 35 articles were included in the scoping review. The thematic analysis revealed six main themes related to the factors influencing nurses' decision to leave or stay in the profession workload and work environment, career development and opportunities, job satisfaction and burnout, personal factors, organizational factors, and social support. The nurses reported that high workload, lack of staffing, and poor work environment were significant factors that influenced their decision to leave or stay in the profession. The nurses also reported that the physical environment, such as lighting, noise, and temperature, could impact their job satisfaction and decision to stay in the profession [2].

The nurses reported that career development and opportunities for professional growth were important factors in their decision to stay in the profession. They also reported that access to education, training, and mentoring programs could improve their job satisfaction and commitment to the profession. The nurses reported that job satisfaction and burnout were significant factors that influenced their decision to leave or stay in the profession. They described feeling demotivated and unappreciated when their work was not recognized or valued. They also reported that burnout, stress, and emotional exhaustion could lead to job dissatisfaction and turnover intentions. The nurses reported that personal factors, such as age, gender, family responsibilities, and health, influenced their decision to leave or stay in the profession. They also reported that the decision to stay in the profession was influenced by their personal values, beliefs, and commitment to patient care.

The nurses reported that organizational factors, such as leadership, management, and culture, influenced their decision to leave or stay in the profession. They described feeling unsupported and undervalued when there was a lack of communication, respect, and trust between management and staff. They also reported that organizational change, such as restructuring, could impact their job satisfaction and decision to stay in the profession. The nurses reported that social support, such as relationships with colleagues, family, and friends, influenced their decision to leave or stay in the profession [3].

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They described feeling connected and supported when they had positive relationships with their colleagues and received support from their family and friends. The findings of this scoping review highlight the multiple factors that influence nurses' decision to leave or stay in the profession. The study emphasizes the importance of addressing workload and work environment issues, providing career development opportunities, addressing job satisfaction and burnout, considering personal factors, improving organizational factors, and promoting social support to improve nurse retention.

The findings of this scoping review have several implications for nursing practice. Healthcare organizations should address workload and work environment issues, provide career development opportunities, promote job satisfaction and prevent burnout, consider personal factors, improve organizational factors, and promote social support to improve nurse retention. Future research should explore the relationship between the factors influencing nurses' decision to leave or stay in the profession and their impact on patient outcomes. There is a need for longitudinal studies to determine how the identified factors change over time and their effect on nurse retention. Additionally, further research is required to explore the effectiveness of interventions designed to address these factors and improve nurse retention. The scoping review has some limitations. Firstly, the review only included articles published in English and may have missed relevant studies in other languages. Finally, the review only included empirical studies and may have missed relevant studies using other research designs [4,5].

Conclusion

This scoping review provides insights into the factors influencing nurses' decision to leave or stay in the profession. The review highlights the need for healthcare organizations to address workload and work environment issues, provide career development opportunities, promote job satisfaction and prevent burnout, consider personal factors, improve organizational factors, and promote social support to improve nurse retention. Future research should explore the relationship between these factors and their impact on patient outcomes and evaluate the effectiveness of interventions designed to improve nurse retention.

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Conflict of Interest

None.

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