Research Paper

Volume : 4 | Issue : 10 | October 2015 • ISSN No 2277 - 8179

"Assess the Causes of Frequent Turnover of Staff Nurses

Nursing

KEYWORDS : Frequent turnover, health care organization

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ABSTRACT

Nursing turnover is a major issue impacting the performance and profitability of health care organizations. Healthcare organizations require a stable, highly trained and fully engaged nursing staff to provide effective levels of patient care. Much of the nurse turnover research explores how turnover behavior is influenced by organizational characteristics associated with workload, management style, empowerment and autonomy, promotional opportunities and work schedules. Objectives of the study is to identify the Factors influencing nurses turn over . The study is conducted according to the Descriptive Research Design. The research approach is qualitative approach. The population consisted of staff nurses. Sample was selected by using convenient sampling method. In the demographic variables that 55% of the nurses are between the age group 20 – 25 years, 70% of the nurses are female, 90% of the nurses are unmarried, 50% of the nurses have experience between 1 – 3 years and 60% of the nurses are graduated with B.sc(N).Frequency and percentage distribution of causes of nurses turnover that 78.33% of the nurses agreed that institutional reasons are the cause for nurses turnover, 58.3% of the nurses agreed that Personal reasons are the cause for nurses turnover and on the whole 50% of the nurses agreed all the five reasons are the cause for nurses turnover

INTRODUCTION

Nursing turnover is a major issue impacting the performance and profitability of healthcare organizations. Healthcare organizations require a stable, highly trained and fully engaged nursing staff to provide effective levels of patient care. The financial cost of losing a single nurse has been calculated to equal about twice the nurse's annual salary Much of the nurse turnover research explores how turnover behavior is influenced by organizational characteristics associated with workload, management style, empowerment and autonomy, promotional opportunities and work schedules.

Organizations invest a lot on their employees in terms of induction and training, developing, maintaining and retaining them in their organization. Therefore, managers at all costs must minimize employee's turnover. Therefore, managers must recognize that employees as major contributors to the efficient achievement of the organization's success. Managers should control employee turnover for the benefit of the organization success. The literature on employee turnover is divided into two groupings: causes of nurses' turnover and effects of turnover on the hospital.

Nursing is a vital aspect of health care. A nursing care has a direct impact of the success of any of the hospitals.. Hence the quality of nursing care and management of nursing staff reflect the image of the hospital.

NEED FOR THE STUDY

The hospital administrator has the responsibility to provide an environment to keep nurses satisfied and emotionally stable, which will turn into improvement of the quality of nursing, and satisfy the patients. If there is no personnel or if they are unable to work then the entire functioning of the organization can grind to a halt, which could cause a lot of damage to the organization by ways of loss of productivity, loss of money and even loss of reputation. Hence it is fully justifiable to say that the human resources of an organization are of at most importance. The success of patient care and the reputation of the hospital depend to a large extent on the efficiency of care extended by the nursing staff.

Impacts on healthcare due to frequent nurses turnover

- Increased nurses' patient workloads
- Increased risk for error, thereby compromising patient safety
- Increased risk of spreading infection to patients and staffs
- Increased risk for occupational injury
- Increase in nursing turnover, thereby leading to greater costs for the employer and the health care system
- Increase in nurses' perception of unsafe working conditions, contributing to increased shortage and hindering local or national recruitment efforts
- The consequences and costs of nursing turnover
- Decreased quality of patient care

Statement of the Problem

"Assess Causes of frequent turnover of staff Nurses in a selected hospital in Chennai"

Objectives of the study

To identify the Factors influencing the frequent turnover of nurses in a selected hospital.

Limitations of the study

The study was limited to four weeks of time.

METHODOLOGY

Research Design: Descriptive Research Design.

Research Approach: The research approach is qualitative approach

Setting of the study: Selected hospitals in Chennai

Population : The population consisted of staff nursing

Sample and sample size : Sample consists of 100 staff nurses working at Selected hospitals in Chennai

Sampling Technique: Convenient sampling method.

Inclusion criteria

- Staff nurses who ever came for morning duty on the day of data collection
- Staff nurses who are willing to participate in the study.

Exclusion criteria

- Staff nurses who are given a position of in- charge
- Staff nurse who are working more than five years

DESCRIPTION OF THE TOOL

Part A

Demographic variables of the staff nurses that includes age, sex, marital status, years of experience and educational qualification.

Part B

The questionnaire consisted of 28 items based on 5 areas, which were evaluation using '3'point rating scale. These items were scored as 3, 2 and 1 depending on the direction of agree" and

"disagree" ratio agreement from "agree" "partially agree

Table :1, B. Following areas included in questionnaire

S.No	Questionnaire	Item no	Total questions
1	Institutional Reasons	1-9	9
2	Career Reasons	10-14	5
3	Personal Reason	15-20	6
4	Interpersonal	21-25	5
5	Social Reason	26-28	3

DATA COLLECTION PROCEDURE

The investigator obtained formal permission from the principal, college of nursing and also from Medical Superintendent, Registered Medical Officer, and Nursing Superintendent of Selected hospitals in Chennai. The period of data collection was four weeks.100 samples were selected by Convenient sampling method. The purpose of the study was explained and got consent from the staff. The samples were given opportunity to decline from participation in the study. All ethical principles were followed. Reliability of the tool was calculated using split off method and through content validity from various experts. Questionnaire was given to each staff nurses. Doubts were clarified then and there regarding the questionnaire. After questionnaire was filled by the participants, data were filled for data analysis.

PLAN FOR DATA ANALYSIS

The data obtained were analyzed by using both descriptive an inferential statistics

DATA ANALYSIS

A .Institutional Reasons

In Intuitional reason 100% of the nurses reported that low pay scale is a cause for staff turnover, (95%) of the nurses reported that lack of equipment and supplies for doing nursing care is a cause of turnover, (80%) of the nurses reported that lack of incentives is a cause of staff turnover.

B. Career Reasons

In career reasons 90% nurses are agree that better opportunities in other places is a cause for staff turnover, 60% nurses are reported that lack of opportunities for professional growth is a cause for the careers of staff turnover, 35% nurses were reported that they were going for higher education is a cause for staff turnover.

C .Personal Reasons

In personal reasons 85% of nurses are agreed that lack of satisfaction with work for the cause of nurse turnover,

D. Interpersonal Reasons

According to interpersonal reasons 85% of nurses agreed that lack of respect for turnover, 90% of nurses agreed that Lack of co-ordination between other health team members of the cause of turnover.

E.Social Reasons

According to Social reason 65%) of nurses are agreed that poor imaging and social discrimination of nurses are cause of turnover.

Table :2 Frequency and percentage distribution of causes of nurses turnover

S.NO	Agree sggreemen agreement	Institutional (%) reasons	Career reason(%)	Personal reasons (%)	Interpersonal Reasons (%)	Social Reasons(%)	Overall(%)
1	Strongly ee	78.3	47	25	49	21.6	50
2	Partially	16.1	22	16.6	41	13.3	21.4
3	Disagree	5.55	31	58.3	10	6.5	28.5

MAJOR FINDINGS OF THE STUDY:

1. In the demographic variables that 55% of the nurses are between the age group 20 – 25 years, 70% of the nurses are female, 90% of the nurses are unmarried, 50% of the nurses have experience between 1 – 3 years and 60% of the nurses are graduated with B.sc(N).
2. Frequency and percentage distribution of causes of nurses turnover that 78.33% of the nurses agreed that institutional reasons are the cause for nurses turnover, 58.3% of the nurses agreed that Personal reasons are the cause for nurses turnover and on the whole 50% of the nurses agreed all the five reasons are the cause for nurses turnover.

RECOMMENDATIONS /SUGGESTIONS

The findings of the present study have brought out certain facts that have reaching implications for hospital administration and research.

Hospital Administration

The hospital administrator should develop different polices to retain the staff. The methods which can be adopted to retain the staff in their organization are the following:

- Reduce work load, rescheduling working hours, effective manpower planning, effective time scheduling, work load study.
- Providing Career development opportunities for continuing or unities such a education, staff development activities, promotion, research, sending to attend workshops and conferences
- Working environment factors such as good working conditions, competitive pay scale, leave facilities, staff welfare activities, better incentives, medical benefits

Research

Studies can be conducted to find out the causes of turnover in large scale and necessary measures can be taken to prevent those phenomena. Also research can be carried out to assess the factors which influence for the retention of the staff nurses. Survey can be conducted to find out the expectations of nursing staff about their working environment

CONCLUSION

The study also revealed affect of this increased nurses' turnover

Volume : 4 | Issue : 10 | October 2015 • ISSN No 2277 - 8179

on the hospital in terms of increased recruitment cost, increasing demand of retained nurses, reduced work speed, adverse effect on team work and poor ward management. Hence the study helps hosp ital administrators by giving clear insight about various reasons of nurses' turnover and effect of these factors on hospital functioning in order to address this problem effectively.

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