

# Turnover Reasons and Intention of Nurses

Jeong-Hye Park\*

\*Dept. of Nursing, Gyeongnam National University of Science and Technology  
e-mail:masternur@naver.com

## 간호사의 이직 의도와 이유

박정혜\*

\*경남과학기술대학교 간호학과

### 요 약

This study was designed to identify the related factors and reasons with turnover intention of nurses. The data were collected with e-mail from nurses employed by under 300-beds sized hospitals, whose career is below 12 months. Structured questionnaires were used. The collected data were analyzed SPSS 23.0 program for frequency, percentage, t-test, ANOVA and Pearson's correlation coefficient. In the results, turnover intention was average  $3.58 \pm 0.72$  of 5. There was significant negative correlation between turnover intention and overtime pay, counsel office, pay satisfaction. And there was significant positive correlation between turnover intention and total clinical career, present career, working week, night duty a month. The top five reasons of participants had experiences of turnover were difficult relationships, excessive task, low pay, low welfare benefits and maladaptation of work. In conclusion, this finding of this study suggested that it needs to improve nurses' working environment of the small and midium sized hospitals to reduce turnover intention and actual turnover.

## 1. Introduction

In Korea, the demand for nurses is increasing due to changes in health and medical policies related to medical institutions, and demands a high quality level of nursing and the role of nurses. However, if you look at the OECD data, Korea's clinical nurse population is 5.2 per 1,000 people, half of the OECD average of 9.8[1]. Moreover, the average turnover rate of nurses was 16.9% and that of new nurses was 31.2%[2], which is a very serious level. Despite previous studies, however, it has not yet to present a clear cause or factor for nurses' turnover. Therefore, the purpose of this study is to identify the cause of the high turnover rate of nurses, which is pointed out as one reason for the shortage of nursing personnel, and to identify the relationship with the degree of turnover for nurses with less than one year of experience.

## 2. Methods

### 2.1 Participants

Participants of this study were nurses with a total clinical experience of one year or less among nurses working at small and medium-sized hospitals with fewer than 300 beds nationwide.

### 2.2 Data collection and analysis

Data of this study were collected using the online survey method. Prior to the survey, small and medium-sized hospitals with fewer than 300 beds nationwide were randomly selected, and the data were collected after sending instructions, questionnaires, and cooperation official documents to the nursing department. A total of 133 questionnaires were distributed and 106 were returned. And 102 included in the final analysis, excluding those with low completeness.

The collected data were analyzed SPSS 23.0 program for frequency, percentage, t-test, ANOVA and Pearson's correlation coefficient.

3. Results & Conclusion

References

The degree of turnover averaged  $3.58 \pm 0.72$  out of five. This is higher than the turnover of new nurses at secondary and tertiary medical institutions[3,4].

[Table 1] Differences of Turnover Intention according to Variables

Variables	Categories	n(%)	Turnover intention	
			M±SD	t/F(p)
Hospital size (no. of beds)	250-299	45(44.1)	3.71±0.77	0.83(.508)
	200-249	27(26.5)	3.43±0.63	
	150-199	15(14.7)	3.49±0.82	
	<150	15(14.7)	3.63±0.60	
Counsel office	Yes	26(25.5)	3.33±0.76	2.14(.035)
	No	76(74.5)	3.67±0.68	
Gender	Male	12(11.8)	3.25±0.67	1.73(0.870)
	Female	90(88.2)	3.63±0.71	
Age(year)	≤29	86(84.3)	3.58±0.70	1.01(.370)
	30-39	13(12.7)	3.71±0.75	
	≥40	3(2.9)	3.06±1.21	
Educational background	3-diploma	28(27.5)	3.39±0.81	2.92(.091)
	Bachelor	74(72.5)	3.66±0.67	
Department	Words	70(68.6)	3.61±0.69	0.90(.446)
	Special unit (ICU, OR, ER)	20(19.6)	3.65±0.75	
	Others	12(11.8)	3.40±0.57	
Experience of turnover	Yes	60(58.8)	3.60±0.73	0.21(.837)
	No	42(41.2)	3.57±0.71	
Overtime pay	Yes	30(29.4)	3.29±0.67	-2.75(.007)
	No	72(70.6)	3.70±0.70	

[Table 2] Reasons among Participants Changed Jobs (N=42)

Ranking	Reasons of turnover	n(%)
1	Difficult relationships	26(61.9)
2	Excessive task	23(54.8)
3	Low pay	15(35.7)
4	Low welfare benefits	11(26.2)
	Maladaptation of work	11(26.2)
5	Frequent overtime	9(21.4)

The degree of turnover of participants is based on overtime pay( $r=-.27, p=.007$ ), operating the grievance counseling office( $r=-.21, p=.035$ ), salary satisfaction( $r=-.50, p=.000$ ), total clinical experience( $r=.21, p=.035$ ), experience at current institution( $r=.36, p=.000$ ), working hours per week( $r=.20, p=.044$ ), the number of nights worked every month( $r=.24, p=.014$ ) showed a statistically significant correlation with.

The findings of this study suggest that it is necessary to improve the working environment of nurses in small and medium hospitals.

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