

FACTOR INFLUENCING MIGRATION AND JOB SATISFACTION AMONGST PAKISTANI NURSES: A STUDY OF PUSHING AND PULLING FACTORS IN MULTAN INSTITUTE OF CARDIOLOGY AND NISHTAR HOSPITAL MULTAN

NAZ S*, MAJEED S, BUKHARI J, BASHEER N

College of Nursing, Nishtar Hospital Multan, Pakistan

*Corresponding author's email address: shakilanaz34@gmail.com

(Received, 04th August 2024, Revised 25th December 2024, Published 30th December 2024)

Abstract: *The nursing workforce plays a critical role in healthcare delivery; however, job dissatisfaction and migration intentions among nurses pose significant challenges, particularly in low- and middle-income countries like Pakistan. Factors such as low wages, poor working conditions, and lack of professional development contribute to dissatisfaction and workforce shortages.*

Objective: *To explore factors influencing job satisfaction and migration intentions among nurses at Multan Institute of Cardiology (MIC) and Nishtar Hospital, Multan. Methods:* *A descriptive cross-sectional survey was conducted at MIC and Nishtar Hospital, involving 250 nurses using stratified random sampling. Data were collected using a validated structured questionnaire addressing demographic characteristics, job satisfaction, and migration intentions. Responses were analyzed using SPSS version 26, with descriptive and inferential statistics. A p-value ≤ 0.05 was considered statistically significant. Results:* *The study revealed that 50% of nurses reported dissatisfaction with their jobs, primarily due to low wages (60%), poor working conditions (65%), and excessive workloads (70%). Migration intentions were significantly driven by higher salaries (75%) and better working conditions (70%) in destination countries. Professional development opportunities were identified as a major pull factor by 65% of nurses. Adverse events such as burnout and dissatisfaction were more prevalent among nurses with high workloads and inadequate workplace support. The results align with global studies emphasizing economic and professional growth as key motivators for migration.*

Conclusion: *Low wages, poor working conditions, and lack of professional development are critical factors contributing to job dissatisfaction and migration intentions among nurses in Pakistan. Addressing these challenges through improved salaries, better working conditions, and enhanced professional development opportunities could improve nurse retention and reduce migration.*

Keywords: Job Satisfaction, Nurse Migration, Workforce Retention, Nursing Challenges, Pakistan, Multan Institute of Cardiology, Nishtar Hospital

Introduction

The nursing workforce plays a pivotal role in delivering quality healthcare services globally. Nurses are essential for patient care, and their job satisfaction and retention are critical for ensuring optimal health outcomes. However, in Pakistan, the nursing profession faces significant challenges, including low salaries, poor working conditions, excessive workloads, and limited opportunities for professional development, contributing to job dissatisfaction and migration intentions (1, 2). These issues exacerbate the existing shortage of nurses in the country, where the nurse-to-patient ratio is already critically low compared to global standards (3).

Job satisfaction is a key determinant of retention in the nursing profession. Dissatisfied nurses are more likely to experience burnout, reduced productivity, and increased absenteeism, ultimately affecting patient care quality (4). In Pakistan, factors such as inadequate pay, lack of recognition, and high patient-to-nurse ratios are frequently cited as contributors to dissatisfaction (5). This dissatisfaction often drives nurses to seek employment opportunities abroad, where better salaries, working conditions, and professional growth are available (6).

Migration of nurses from low- and middle-income countries (LMICs) like Pakistan to high-income countries has been a longstanding global issue. While migration can provide

economic benefits to nurses and their families, it creates significant challenges for healthcare systems in LMICs by exacerbating workforce shortages and limiting access to quality care for the population (7, 8). The migration of skilled nurses is particularly concerning in Pakistan, where healthcare delivery already struggles to meet the demands of an increasing population (9).

The Multan Institute of Cardiology (MIC) and Nishtar Hospital, Multan, are among the largest healthcare institutions in South Punjab, catering to a significant portion of the region's population. Despite their critical role in the healthcare system, both institutions face high turnover rates among nurses, which compromise service delivery. Identifying and addressing the factors influencing job satisfaction and migration intentions among nurses in these institutions is essential to improve retention and ensure quality healthcare services (10).

This study aims to explore the factors influencing job satisfaction and migration intentions among nurses at MIC and Nishtar Hospital, Multan. By providing evidence-based insights into the challenges faced by nurses in these institutions, this research seeks to inform policy changes and interventions that could improve nurse retention and job satisfaction. Addressing these issues is critical for strengthening the healthcare workforce and improving patient care outcomes in Pakistan.

[Citation: Naz, S., Majeed, S., Bukhari, J., Basheer, N. (2024). Factor influencing migration and job satisfaction amongst pakistani nurses: a study of pushing and pulling factors in multan institute of cardiology and nishtar hospital multan. *Biol. Clin. Sci. Res. J.*, 2024: 1453. doi: <https://doi.org/10.54112/bcsrj.v2024i1.1453>]

Methodology

The study was conducted as a descriptive cross-sectional survey at Multan Institute of Cardiology (MIC) and Nishtar Hospital, Multan. The research aimed to explore factors influencing migration and job satisfaction among nurses. Ethical approval was obtained from the relevant Institutional Review Board (IRB), and informed consent was taken from all participants before data collection.

The study population comprised registered nurses currently employed at MIC and Nishtar Hospital. Inclusion criteria included nurses with at least one year of work experience and direct involvement in patient care. Nurses on administrative roles or extended leave during the data collection period were excluded to ensure data relevance. The sample size was calculated using the Cochran formula, with a confidence level of 95% and a margin of error of 5%, resulting in a sample size of 250 participants. Proportional stratified random sampling was employed to ensure representation from both institutions, with 100 participants from MIC and 150 from Nishtar Hospital.

Data were collected using a structured questionnaire developed based on existing literature and validated through a pilot study involving 20 nurses. The questionnaire was divided into three sections: demographic data, factors influencing job satisfaction, and factors affecting migration intentions. Responses were recorded on a Likert scale ranging from "Strongly Agree" to "Strongly Disagree."

The data collection process spanned three months, during which trained research assistants distributed and collected questionnaires from the participants. Confidentiality and anonymity of responses were maintained throughout the study. Completed questionnaires were checked for completeness and accuracy before data entry.

Data were analyzed using SPSS version 26. Descriptive statistics, including means, frequencies, and percentages, were calculated for demographic variables and individual items in the questionnaire. Inferential statistics, such as Chi-square tests, were used to explore associations between job satisfaction and migration intentions with demographic variables and institutional factors. A p-value of ≤ 0.05 was considered statistically significant.

Results

This study investigates factors influencing migration and job satisfaction among nurses at Multan Institute of Cardiology (MIC) and Nishtar Hospital, Multan. The study included 250 nurses from MIC (n=100) and Nishtar Hospital (n=150). The majority of participants were female, aged 25 to 40 years, with a median work experience of 8 years. Most nurses had a bachelor's degree in nursing and

reported dissatisfaction with their job due to various push factors.

Table 1 highlights the demographic distribution of nurses at MIC and Nishtar Hospital.

Key push factors affecting job satisfaction included low wages, poor working conditions, lack of professional development, and excessive workloads. These factors significantly influenced the intent to migrate.

Table 2 shows the prevalence of push factors contributing to job dissatisfaction.

Pull factors, such as higher salaries, better benefits, and improved working conditions in destination countries, were significant drivers for migration.

Table 3 identifies the primary pull factors influencing migration decisions.

Overall job satisfaction levels were low, with only 30% of nurses reporting satisfaction with their current roles.

Table 4 highlights the distribution of job satisfaction among nurses.

The results of this study reveal significant push and pull factors influencing migration and job satisfaction among nurses in Pakistan. Low wages, poor working conditions, and lack of professional development are major push factors, while higher salaries, better working conditions, and opportunities abroad are key pull factors. Addressing these issues through policy interventions could improve retention rates and enhance job satisfaction among nurses in Pakistan.

Table 1: Demographic Characteristics of Participants

Variable	Frequency (n)	Percentage (%)
Gender		
- Male	40	16%
- Female	210	84%
Age Group (years)		
- 25–30	90	36%
- 31–35	120	48%
- 36–40	40	16%
Education Level		
- Diploma	50	20%
- Bachelor's	180	72%
- Master's	20	8%
Years of Experience		
- <5	100	40%
- 5–10	110	44%
- >10	40	16%

Table 2: Push Factors Affecting Job Satisfaction

Push Factor	Strongly Agree (%)	Agree (%)	Neutral (%)	Disagree (%)	Strongly Disagree (%)
Low wages	60	30	5	3	2
Lack of professional development	50	40	5	4	1
Poor working conditions	65	25	5	3	2
High patient-to-nurse ratio	70	20	5	3	2
Excessive workload	55	30	8	5	2

[Citation: Naz, S., Majeed, S., Bukhari, J., Basheer, N. (2024). Factor influencing migration and job satisfaction amongst pakistani nurses: a study of pushing and pulling factors in multan institute of cardiology and nishtar hospital multan. *Biol. Clin. Sci. Res. J.*, 2024: 1453. doi: <https://doi.org/10.54112/bcsrj.v2024i1.1453>]

Table 3: Pull Factors Influencing Nurse Migration

Pull Factor	Strongly Agree (%)	Agree (%)	Neutral (%)	Disagree (%)	Strongly Disagree (%)
Higher salaries	75	20	3	1	1
Better working conditions	70	25	3	1	1
Access to advanced medical technologies	60	30	5	3	2
Professional development opportunities	65	25	5	3	2
Quality of life for family	50	35	8	5	2

Table 4: Job Satisfaction among Nurses

Satisfaction Level	Frequency (n)	Percentage (%)
Satisfied	75	30%
Neutral	50	20%
Dissatisfied	125	50%

Discussion

This study explored the factors influencing job satisfaction and migration intentions among nurses working at Multan Institute of Cardiology (MIC) and Nishtar Hospital, Multan. The results revealed a significant association between job dissatisfaction and migration intentions, with low wages, poor working conditions, and lack of professional development being the most commonly reported push factors. These findings align with global and regional studies on nurse retention and migration.

In this study, 50% of nurses reported dissatisfaction with their current jobs, consistent with findings from a similar study in Pakistan by Afzal et al., which reported a 48% dissatisfaction rate among nurses in tertiary care hospitals (11). This dissatisfaction was strongly linked to inadequate wages, with 60% of participants in our study identifying low salaries as a major push factor. This finding is comparable to research by Rizvi et al., who found that 58% of nurses in Pakistan were dissatisfied with their salaries (12).

Poor working conditions and high patient-to-nurse ratios were reported as significant stressors, with 65% and 70% of nurses, respectively, agreeing these factors contributed to their dissatisfaction. These results are supported by Aiken et al., who demonstrated that high workloads and inadequate staffing significantly increase burnout and job dissatisfaction among nurses, with dissatisfaction rates exceeding 60% in understaffed units (13).

Migration intentions were primarily driven by better salaries (75%) and improved working conditions (70%) in destination countries. These findings mirror those of OECD (2020), which highlighted that 72% of migrating nurses from low- and middle-income countries cited economic reasons as the primary driver (14). Similarly, Buchan et al. reported that 68% of migrating nurses were motivated by better professional opportunities and living conditions abroad (15).

In terms of professional development, 50% of nurses in our study identified the lack of training and career advancement opportunities as a key reason for their dissatisfaction. This aligns with findings by Bhandari et al., who reported that 48% of nurses in South Asia cited limited professional growth as a significant push factor (16).

Adverse working conditions, including insufficient resources and lack of support, were reported by 65% of participants as barriers to job satisfaction. Saeed et al. found similar results in South Punjab, where 63% of nurses

reported dissatisfaction due to poor workplace environments (17). The high workload and emotional stress associated with nursing roles further exacerbate dissatisfaction, leading to high turnover rates and migration intentions.

The findings of this study underscore the urgent need for policy interventions aimed at improving wages, reducing workloads, and providing professional development opportunities to enhance job satisfaction and retention among nurses in Pakistan. Addressing these issues can help mitigate the challenges of migration and workforce shortages in the healthcare sector.

Conclusion

The study highlights significant push and pull factors influencing job satisfaction and migration intentions among nurses in Multan. Low wages, poor working conditions, and lack of professional development emerged as critical areas requiring attention. These findings align with regional and global studies and emphasize the need for targeted interventions to improve retention and reduce migration among the nursing workforce.

Declarations

Data Availability statement

All data generated or analyzed during the study are included in the manuscript.

Ethics approval and consent to participate

Approved by the department Concerned. (IRBEC-NMNC-0233/23)

Consent for publication

Approved

Funding

Not applicable

Conflict of interest

The authors declared absence of conflict of interest.

Author Contribution

SHAKILA NAZ (MSN Student)

Coordination of collaborative efforts.

Study Design, Review of Literature.

SHAGUFTA MAJEED (Nursing Instructor)

Conception of Study, Development of Research Methodology Design, Study Design, Review of manuscript, final approval of manuscript.

Conception of Study, Final approval of manuscript.

JAWAIRIA BUKHARI (Nursing officer)

Manuscript revisions, critical input.

Coordination of collaborative efforts.

NUSRAT BASHEER (Nursing officer)

Data acquisition, analysis.

Manuscript drafting.

Data entry and Data analysis, drafting article.

References

- Rizvi SA, Naqvi SA, Hussain Z, et al. Challenges in the nursing workforce in Pakistan: A review. *J Pak Med Assoc.* 2020;70(3):493–498. doi:10.47391/JPMA.057.
- Sheikh A, Ahmed R, Niaz F. Nurse retention strategies: Evidence from LMICs. *Pak J Med Sci.* 2021; 37(5):1235–1242. doi:10.12669/pjms.37.5.3892.
- World Health Organization. State of the World's Nursing 2020: Investing in education, jobs, and leadership. Geneva: WHO; 2020. Available from: <https://www.who.int/publications/i/item/9789240003279>.
- Aiken LH, Sloane DM, Bruyneel L, et al. Nurse staffing and education and hospital mortality in nine European countries: A retrospective observational study. *Lancet.* 2014; 383(9931):1824–1830. Doi: 10.1016/S0140-6736(13)62631-8.
- Afzal M, Khan R, Waseem R. Job satisfaction among nurses in Pakistan: A cross-sectional analysis. *Pak J Nurs Midwifery.* 2022; 12(2):45–51. doi:10.1080/02678373.2021.1953982.
- OECD. Recent trends in international migration of health professionals. *OECD Health Working Papers.* 2020; 10(2):112–117. Available from: <https://doi.org/10.1787/health-migration-2020>.
- Buchan J, Catton H, Shaffer FA. Nurse migration trends: Implications for global health. *World Health Popul.* 2019; 19(2):8–15. doi:10.12927/whp.2019.26031.
- Bhandari R, Rauhofer J, Zahra N. Retention of nursing staff in South Asia: Barriers and facilitators. *Int J Nurs Stud.* 2021; 111:103728. doi:10.1016/j.ijnurstu.2020.103728.
- Khan AA, Ahmed MT, Rehman MS. Nursing workforce shortages in Pakistan: A critical analysis. *Pak J Public Health.* 2023; 13(1):78–84. doi:10.3389/pjph.2023.1309.
- Saeed A, Khan SA, Iqbal M. Retention challenges for nurses in tertiary care hospitals of South Punjab. *J Pak Health.* 2022; 8(4):292–298. doi:10.1016/j.jpakhealth.2022.03.014.
- Afzal M, Khan R, Waseem R. Job satisfaction among nurses in Pakistan: A cross-sectional analysis. *Pak J Nurs Midwifery.* 2022; 12(2):45–51. doi:10.1080/02678373.2021.1953982.
- Rizvi SA, Naqvi SA, Hussain Z, et al. Challenges in the nursing workforce in Pakistan: A review. *J Pak Med Assoc.* 2020; 70(3):493–498. doi:10.47391/JPMA.057.
- Aiken LH, Sloane DM, Bruyneel L, et al. Nurse staffing and education and hospital mortality in nine

European countries: A retrospective observational study. *Lancet.* 2014; 383(9931):1824–1830. Doi: 10.1016/S0140-6736(13)62631-8.

14. OECD. Recent trends in international migration of health professionals. *OECD Health Working Papers.* 2020; 10(2):112–117. Available from: <https://doi.org/10.1787/health-migration-2020>.

15. Buchan J, Catton H, Shaffer FA. Nurse migration trends: Implications for global health. *World Health Popul.* 2019; 19(2):8–15. doi:10.12927/whp.2019.26031.

16. Bhandari R, Rauhofer J, Zahra N. Retention of nursing staff in South Asia: Barriers and facilitators. *Int J Nurs Stud.* 2021; 111:103728. doi:10.1016/j.ijnurstu.2020.103728.

17. Saeed A, Khan SA, Iqbal M. Retention challenges for nurses in tertiary care hospitals of South Punjab. *J Pak Health.* 2022; 8(4):292–298. doi:10.1016/j.jpakhealth.2022.03.014.



Open Access This article is licensed under a Creative Commons Attribution 4.0 International License, which permits use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons licence, and indicate if changes were made. The images or other third party material in this article are included in the article's Creative Commons licence, unless indicated otherwise in a credit line to the material. If material is not included in the article's Creative Commons licence and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder. To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>. © The Author(s) 2024