

CONTRIBUTING FACTORS AND PREVALENCE OF TURNOVER INTENTION AMONG EMERGENCY DEPARTMENT NURSES

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Abstract: *This prospective study was conducted in three hospitals of Multan: Nishtar Hospital, Children Hospital, and Institute of Child Health and Institute of Cardiology from July 2022 to July 2023 to analyze the prevalence of turnover intention and factors contributing to it among emergency nurses working in a government hospital. Three hundred twenty-two nurses were taken as sampling subjects using a simple random sampling technique. Participants were given questionnaires that included details about demographics, work-related factors, and turnover intention. Results show that higher education, long work tenure, working in shifts, and workplace violence were associated with a higher likelihood of leaving among emergency nurses who were female and aged > 19 and 25 years. According to analysis, nearly half of emergency nurses intend to leave their jobs at some point in the future. To avoid staff shortages that would restrict the availability of emergency medical services, targeted interventions are needed.*

Keywords: Turnover, Nurses, Emergency Department

Introduction

Turnover is the frequency with which a person either quits his existing job intentionally or is replaced by new hire (Jamil et al., 2022). Turnover intention is the propensity for employees to want to leave their jobs, which shows that they are dissatisfied with their current position and are looking for new chances. Turnover intention indicates actual turnover as expectations increase with an increase in turnover intention. Emergency department (ED) nurses are particularly prone to significant turnover due to the high risk of compassion fatigue and burnout from the job (Boamah et al., 2022). Personal factors, workplace conditions, work overload, possibilities for professional progress, and income discontent can contribute to turnover (Faeq and Ismael, 2022).

Dealing with people's lives makes nursing a very stressful profession. Therefore, nurses have more chances of leaving their jobs than other professions; they also plan to shift to other departments (McGorry et al., 2022). According to some theories, psychological responses to a company's unfavorable traits or employment chances cause people to want to leave (Adamopoulos & Syrou, 2022). Choosing to leave your job is a cognitive process, and withdrawal is exhibited by quitting the existing job or pursuing other opportunities (Liu and Raghuram, 2022). In studies conducted worldwide, a high incidence of

turnover (ranging from 18 to 68%) among nurses has been noted (Puchalski Ritchie et al., 2022). In this study, we will analyze the prevalence of turnover intention and factors contributing to it among emergency nurses working in a government hospital.

Methodology

This prospective study was conducted in three hospitals of Multan: Nishtar Hospital, Children Hospital, and Institute of Child Health and Institute of Cardiology from July 2022 to July 2023. The study included nurses working in emergency departments in selected hospitals. Trainee nurses or those with less than a year of experience were excluded from study. The sample was selected from the target population of three selected government hospitals. Three hundred twenty-two nurses were selected using a simple random sampling technique. Informed consent of the participants was taken. Ethical boards of the hospitals approved the study.

Participants' Demographic data, including age, gender, marital status, education, self-perceived physical health, and geographic location, was recorded. Participants were given questionnaires that included details about demographics, work-related factors (number of patients nurses saw each day,

average monthly income, the number of times the nurses provided out-of-hospital resuscitation per week, and whether or not the nurses had experienced physical or verbal abuse in the past year), turn over the intention, the Patient Health Questionnaire, and the Positive and Negative Affect Scale.

SPSS version 23.0 (IBM SPSS Statistics for Windows, Version 23.0) was used for data analysis. To examine the traits of nurses, descriptive analyses were conducted. Our study presented categorical variables as frequency and percentages and continuous variables as means and standard deviations (SD). Two tests were run to compare the distribution of categorical variables between the group of nurses working in the emergency room with and without a turnover intention. The positive affect score, the negative affect score, and the depression inclination score were compared between groups with and without turnover intention using t-tests. The relationship between independent variables and

turnover intention was calculated using binary logistic regression. Calculating the variance inflation factor allowed us to examine the independent variables' multicollinearity. P values < 0.05 were regarded as statistically significant.

Results

The primary features of the survey respondents are shown in Table I. The average age of the participants was 24± 8.06 years. The majority of the respondents were married (84.16%), female (71.4%), had a nursing degree and had worked for less than two years (52.10). Table II lists the variables linked to emergency nurses' inclination to leave. Higher education, long work tenure, working in shifts, and workplace violence were associated with a higher likelihood of leaving among emergency nurses who were female and aged > 19 and 25 years.

Table 1 Demographic variables of the study population:

Variables	n (%)	Turnover Intention (%)	P value
Mal	92 (28.6)	7 (51.1)	< 0.01
Female	230 (71.4)	107 (46.61)	
Age group, years			
≤ 19	15 (4.65)	2 (13.33)	< 0.01
> 20 and ≤ 25	214 (66.45)	16 (7.47)	
> 26 and ≤ 30	57 (17.70)	22 (38.6)	
> 30	36 (11.18)	6 (16.66)	
Education			
Associate degree/ vocational training	250 (77.64)	76 (30.4)	< 0.01
Bachelors	68 (21.12)	48 (70.59)	
Master's degree or higher	4 (1.24)	-	
Marital status			
Married	271 (84.16)	77 (28.41)	0.23
Unmarried	51 (15.84)	16 (31.37)	
Job Experience			
≤ 2	171 (52.10)	40 (23.39)	< 0.01
> 3 and ≤ 5	68 (21.12)	11 (16.17)	
> 6 and ≤ 10	71 (20.05)	3 (4.22)	
> 10	12 (3.73)	-	
<i>The table displays the variables, their counts and percentages, turnover intention percentages, and p-values for each variable in a study or survey.</i>			

Table II Logic regression of contributing factors of turnover intention

Variables	Coefficient	SE	P	OR	95% CI
Female	-0.14	0.04	0.01	0.87	0.80–0.94
Male	-0.11	0.06	0.01	0.79	0.67–0.91
Age group					
≤ 19	-0.05	0.06	0.01	0.96	0.85–1.08
> 20 and ≤ 25	-0.25	0.08	0.01	0.78	0.67–0.91
> 26 and ≤ 30	-0.45	0.09	< 0.01	0.64	0.54–0.76
Education level					
Nursing diploma	0.44	0.08	< 0.01	1.55	1.32–1.82
Bachelor's degree	0.49	0.09	< 0.01	1.63	1.36–1.95

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Marital status					
Unmarried	0.04	0.06	0.01	1.04	0.94–1.16
Married	0.22	0.08	0.01	1.50	1.32–1.82
Work tenure, years					
(Ref ≤ 3)					
> 2	0.25	0.05	< 0.01	1.29	1.16–1.43
> 2 and 5	0.34	0.06	< 0.01	1.41	1.26–1.58
> 5	0.22	0.06	0.01	1.25	1.10–1.41
Workplace violence					
Yes	0.58	0.06	< 0.01	1.78	1.57–2.02

The table showcases the variables, their corresponding coefficients, standard errors (SE), p-values (P), odds ratios (OR), and 95% confidence intervals (CI) for each variable in a regression analysis.

Discussion

This study focused on ED nurses as they experience high work pressure. We discovered that over half (49.75%) of emergency nurses intended to quit their jobs. Additionally, we found a number of indicative indicators that distinctly correspond with intending to leave a job, and this could serve as a guide for specific actions. Our study found that the likelihood of emergency nurses intending to leave their jobs was lower among older males with high incomes. Our research indicates that younger nurses working in impoverished regions are more likely to quit their positions due to low compensation and low prospects for promotion. Similar phenomena might occur in hospitals offering less advanced medical care. According to a previous study, women are more likely to face social and familial demands at work and feel more stressed, which is a major factor in their intention to leave their professions (Ekingen et al., 2023). A competitive salary is also necessary for increasing job satisfaction and reducing turnover risk. With low salaries, it could be not easy to find and retain new employees (Mehmood et al., 2023).

A study reported that well-educated employees are more inclined to leave their jobs to advance their careers. If few career options are available within the hospital, this problem is even worse (Poon et al., 2022). Additionally, we discovered that emergency nurses with higher levels of education had higher turnover intentions. A significant element influencing work excitement is the sense of accomplishment. A diminished sense of professional accomplishment among emergency nurses with higher professional titles and longer employment duration may indirectly impact on the intention to leave the field.

High physical and psychological demands placed on emergency nurses' bodies may compromise their state of health. The primary causes of turnover intention are illness and health issues. According to our study, emergency nurses in poor physical condition were more likely to have the intention to leave their position. A study reported a strong correlation between turnover intention and a history of coronary

heart disease (Kurniawaty et al., 2019). Deteriorating sleep quality may cause mood disorders, including depression, both associated with chronic fatigue. Additionally, depression may impair concentration, which lowers nurses' productivity and impairs their judgment, increasing the likelihood of occupational injuries and turnover (Van der Heijden et al., 2019). Additionally, our study shows that shift work makes emergency nurses more likely to consider leaving their jobs. In certain studies, shift employment has been linked to increased turnover intention; thus, easing working hours and offering more flexible shifts can help lower turnover intention (Asriani and Riyanto, 2020; Shelton et al., 2020). According to Occupational Health Safety Network (OHSN), emergency room violence was reported in 19.3% of incidents between 2012 and 2015 (Min et al., 2019). A previous study has revealed that only 30% of violence cases were reported, and roughly 80% remain unreported (Yang et al., 2022). Considering these concerns, examining the frequency and contributing variables of intention to leave current jobs is important. The results of this study will be useful for researchers and decision-makers in the sector of emergency health services.

Conclusion

According to our analysis, nearly half of emergency nurses intend to leave their jobs at some point in the future. To avoid staff shortages that would restrict the availability of emergency medical services, targeted interventions are needed.

Conflict of interest

The authors declared an absence of conflict of interest.

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