

Turnover Intentions of Nurses in Lucknow District Hospitals: A Socio-Demographic Perspective and Perception-Based Study

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ABSTRACT:

This paper aims to study the turnover intentions among nurses in Lucknow district hospitals through a comprehensive analysis of socio-statistics characteristics and perceptual assessments. A research questionnaire is used to gather primary data from 375 working nurses. The data is then evaluated to determine the demographics of the participants, including gender, age, marital status, level of education, and hospital type. A turnover intention scale is also used to evaluate nurses' opinions of their current work environment and inclination to look for new chances. The results demonstrate the diversity of the nursing workforce, the majority of nurses (71%) are female, hold a BSc or GNM degree, and are married. This study emphasizes how critical it is to address underlying unhappiness and unfulfilled demands in the nursing field to improve job satisfaction and retention. Moreover, it emphasizes the need of customized interventions to help nurses in emergency situations and raise the standard of patient care in Lucknow district hospitals in general.

Keywords: Turnover intension, nurse, medical care system.

Introduction

Institutions put in continuous effort to achieve their goals, while individuals seek to leverage the organization's resources to fulfill their own objectives. Nursing plays a crucial role in medical care system, especially in primary medical care services, where nurses, as vital members of medical care squads, deliver individual and community-based integrated medical care services with skills, safety, and righteousness. (Yoon, S.-J, 2020)

Turnover in employment can occur willingly, when an individual chooses to leave their job, or unwillingly, when the organization initiates the turnover process. (Chaubey et al. 2013).

The medical care system comprises various workforce sectors, with nurses being the largest group of healthcare professionals. The majority of patient-related responsibilities depend on nurses. (Akinwale, O.E; & George, O.J. 2020).

Turnover is a major problem, especially for developing countries like India. Amongst medical occupations, nurses have one of the highest turnover rates. Several studies have shown that a variety of factors, including hospital finances, the working environment, interpersonal dynamics, and occupational or professional factors like role conflicts, violence against patients, working hours, and hazardous conditions, can have an impact on nurses' decisions to stay in or leave their jobs (Gebregziabher et al., 2020).

Literature Review

The president of the India Nursing Council, T Dileep Kumar, made the government aware of the need to provide more jobs for nurses in September 2021. According to Roy K. George, president of "The Nurses Association Of India," there is a nursing shortage in our nation as well because most nurses are leaving for better employment opportunities elsewhere. In addition, nurses in the private health care sector receive lower pay, which may negatively impact nursing recruitment in the near future (see "India needs 4.3 million more nurses by 2024," 2021).

The possibility that a worker will leave their current employer within a specific time frame for a variety of reasons. According to Wubetie et al. (2020), it is the best indicator of actual turnover, which is predicted to rise as intention does as well. An organization's remaining nurses naturally enter a turnover cycle due to unfavorable conditions, such as increased workload and related exhaustion, which favor the turnover process of employed nurses (Yang et al., 2017). The intention of nurses to leave increases when nurse supervisors have a partial attitude toward their subordinates (De los Santos et al., 2020).

This indicates that when an employee isn't satisfied with their current job and starts exploring new opportunities, they engage in a process of comparison based on their preferences. After resigning from their present job, they then select a new job. This mental condition is known as turnover intention, is a cognitive state that occurs before the actual decision to leave the job. It reflects an individual's thinking of potentially leaving their job and is often examined as an sign of future turnover. This concept is widely discussed in research, with studies like Hann (2012), as cited in Yen et al. (2021), shedding light on its significance in understanding employee behavior and organizational dynamics.

Research Methodology

For this study, researchers reached out to 400 employed nurses working in hospitals with over 300 beds in Lucknow city. researchers distributed questionnaires to them, which they filled out themselves. researchers received and considered 375 completed questionnaires, for analysis, out of the 400 distributed.

To analyze the data researchers used MS Excel and SPSS software.

Objectives

- ☐ To evaluate the turnover intentions of nurses working in hospitals across Lucknow using the Turnover Intention Scale.
- ☐ To explore and analyze the key factors influencing the turnover intentions of nurses.

Hypothesis

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| Alternate Hypothesis | There is positive correlation between turnover scale and turnover intentions of nurses. |
| H₁ | |
| Null Hypothesis | The various identified factors do not influence the turnover intentions of nurses employed in hospitals of Lucknow district. |
| H₀ | |

Data Analysis & Interpretation**Table 1 : Frequency and percentage distribution of socio-demographic variables of employed nurses in selected hospitals of Lucknow district, n=375.**

Parameters	Category	Frequency	Percentage %
Gender	Male	137	36.5
	Female	238	63.5
Age(Yrs)	20-25	32	8.5
	26-31	110	29.3
	32-37	93	24.8
	38-43	118	31.5
	44-48	17	4.5
	>49	5	1.3
Marital status	Unmarried	103	27.5
	Married	265	70.7
	Divorcee	4	1.1
	Widow	3	0.8
Qualification	ANM	35	9.3
	GNM	154	41.1
	BSc	106	28.3
	PBBSc	33	8.8
	MSc	45	12.0
	PhD	2	0.5
Government Hospitals (223)	Primary	69	18.4
	Secondary	78	20.8
	Tertiary	76	20.3

Table 1 shows that, by means of selective sampling and with their informed agreement, all registered nurses working in the clinical departments of particular hospitals in the Lucknow area between 2017 and 2022 who have more than a year of clinical experience are chosen as study participants. Primary, secondary, and tertiary hospitals are among the hospital types included in the government, private, and autonomous hospitals in the Lucknow district's "selected hospitals " based on the sample size calculation, 375 samples were included in total.

Table 2: Assessing the turnover intentions using turnover intention scale**Analysis of Likert scale for Turnover Intention scale**

S.No	Items	Mean	SD	Result
1.	You are willing to leave your job.	4.14	2.127	Low perception
2.	You feel frustrated with your job	4.54	2.065	Low perception
3.	You aspire of getting a new job at competitive salary package	4.87	2.129	High perception

4.	You think to search for a new job as per your needs.	5.13	2.151	High perception
5.	You feel the Covid 19 has accelerated the thought of leaving nursing jobs.	4.91	2.259	High perception

The table 2, shows, the survey results that evaluate people's opinions about their current work environment and their propensity to look for new employment chances are displayed in the table. Overall, the results point to a range of opinions among the participants. Although a sizeable percentage indicates that they would not be willing to quit their current position (Mean = 4.14, SD = 2.127) and that they are not very frustrated (Mean = 4.54, SD = 2.065), there is a discernible tendency to look for other employment options. Both the intention to actively seek new job based on personal needs (Mean = 5.13, SD = 2.151) and the desire for a competitive salary package are particularly strong (Mean = 4.87, SD = 2.129).

Hypothesis H	Questionnaire item	Total Turnover Intention Score of the Scale	Correlation coefficient	Degree of Correlation
There is positive correlation between turnover scale and turnover intentions of nurses	1.You are willing to leave your job.		.584	Moderate positive correlation
	2. You feel frustrated with your job.		.771	High positive correlation
	3. You aspire of getting a new job at competitive salary package.	intention intention scale	.820	High positive correlation
	4. You think to search for a new job as per your needs.		.754	High positive correlation
	5. You feel the Covid 19 has accelerated the thought of leaving nursing jobs		.573	Moderate positive correlation

The analysis of nurses' turnover intentions, from above table, shows that several factors strongly influence their desire to leave their jobs. The strongest factor is the aspiration to find a new job with a better salary (correlation: 0.820), showing that financial growth is a major concern. Feeling frustrated at work (0.771) and the thought of searching for a job that better fits their needs (0.754) also have a significant impact. On the other hand, a moderate relationship is seen with the general willingness to leave the job (0.584) and the feeling that Covid-19 has sped up their thoughts of leaving nursing (0.573). These findings suggest that job satisfaction, financial expectations, and external challenges like the pandemic play a big role in nurses' career decisions. Addressing these concerns could help hospitals and healthcare institutions improve retention and support their staff more effectively.

Conclusion

The findings of the study gives the detailed overview of the socio-demographic variables of the employed nurses, including gender, age, marital status, qualification, and the types of hospitals they work in. The sample comprises 375 nurses, with a majority being female (63.5%) and married (70.7%). The age distribution reveals a diverse workforce, with the largest proportion falling in the 26-31 age group (29.3%). Regarding qualifications, a significant number hold GNM (41.1%) and BSc (28.3%) degrees, indicating a mix of educational backgrounds among the nursing staff. The distribution of nurses across different types of government hospitals further highlights the diversity of healthcare settings in Lucknow district, with representation across primary, secondary, and tertiary facilities.

The turnover intentions of the nurses are assessed using a turnover intention scale, which measures various aspects of their perception towards their current job and their inclination towards seeking new job opportunities. The results show a nuanced viewpoint among the participants. While a considerable percentage expresses low willingness to leave their current job (Mean = 4.14) and reports relatively low levels of frustration (Mean = 4.54), there is a noticeable inclination towards seeking new job opportunities. The desire for a competitive salary package is particularly strong (Mean = 4.87), as is the intention to actively search for new employment based on personal needs (Mean = 5.13). Moreover, the influence of the Covid-19 pandemic on turnover intentions is apparent, as a significant number of individuals express that it has hastened their consideration of leaving nursing job (Mean = 4.91).

In conclusion, the data analysis presented in Tables 1 and 2 offers valuable insights into the socio-demographic characteristics of employed nurses in Lucknow district hospitals and their turnover intentions. By understanding the factors influencing nurses' decisions to stay or leave their current jobs, medical care institutions and policymakers can implement targeted interventions to improve job satisfaction, retention, and ultimately, the quality of patient care.

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