Study Nurses Job Satisfaction and their Intention to turnover at University hospitals

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Abstract

The more hospitals seeking for accreditation standards the more nurse turnover increases at all hospital categories. Intent to leave work is one of the most accurate predictors of turnover, as for university hospitals, the problem of organizational leave is added. Lack of nurses and nurse turnover at university hospitals represent a major problem for nursing and health-care in terms of the ability to care for patients, the quality of care and costs. So, the main purpose of this study was concerned with the aim of investigating the relationship between nurse's job satisfaction and their intent to turnover at Ain shams university hospitals and Fayoum university hospital. A descriptive correlation research design was used in this study, and a total of (315) nurses had employed in two universities hospitals were included in the study. Data collection tool which used through this research was the Nurse intention to leave, and the McCloskey Mueller Satisfaction Scale developed by (**El-Jardali, 2009**) and adopted by the researcher. The results of this research showed a significant association between nurse's job satisfaction and their intention to leave was found among nurses have 1 to 5 years of experience, intent to leave the country, and significant among male nurses. In comparison between the two universities sample showed that plan to leave the profession among nurses in Ain shams university hospitals was highly significant difference than Fayoum hospital moreover, the nurse intention to leave is significantly associated with their job satisfaction. The Study findings demonstrated linkage between job satisfaction and intent to leave, increasing the intention to leave will increase nurses turnover. This study recommended strongly that A cross sectional study forestimating the intention to leave among Egyptian nurses at all universities

Key words: Intent to leave, turnover and job satisfaction