Job satisfaction and intention to quit: an empirical analysis of nurses in Turkey

Abdul Kadar Muhammad Masum1, Md. Abul Kalam Azad1, Kazi Enamul Hoque1, Loo-See Beh1, Peter Wanke2 and Özgün Arslan2

1 Department of Administrative Studies & Politics, University of Malaya, Malaysia
2 Department of Applied Statistics, Faculty of Economics and Administration, University of Malaya, Kuala Lumpur, Malaysia

ABSTRACT

The aim of this study was to identify the facets influencing job satisfaction and intention to quit of nurses employed in Turkey. Using a non-probability sampling technique, 417 nurses from six large private hospitals were surveyed from March 2014 to June 2014. The nurses’ demographic data, their job-related satisfaction and turnover intentions were recorded through a self-administered questionnaire. In this study, descriptive and bivariate analyses were used to explore data, and multivariate analysis was performed using logistic regression. Nurses’ job satisfaction was found at a moderate level with 61% of the nurses intended to quit. Nevertheless, nurses reported a high satisfaction level with work environment, supervisor support, and co-workers among the selected nine facets of job satisfaction. They also reported a low satisfaction level with contingent reward, fringe benefits, and pay. The impact of demographic characteristics on job satisfaction and intention to quit was also examined. The study revealed a negative relationship between job satisfaction and intention to quit the existing employment. Moreover, satisfaction with supervisor support was the only facet that significantly explained turnover intent when controlling for gender, age, marital status, education, and experience. The implications for nurse management were also described for increasing nurses’ job satisfaction and retention. This study is beneficial for hospital management to ensure proper nursing care that would lead to a better quality healthcare service.

INFORMATION

Submitted 9 December 2015
Accepted 14 March 2016
Published 26 April 2016

Corresponding author
Abdul Kadar Muhammad Masum, aknnamasum@siswa.um.edu.my

Academic editor
Rogerio Vallee

Additional Information and Declarations can be found on page 18

DOI 10.7717/peerj.1896

© Copyright
2016 Masum et al.

Distributed under Creative Commons CC-BY 4.0

Job satisfaction, Nursing, Nurse, Intention to quit, Turkey

SUBJECT

Internal Medicine, Nursing, Legal Issues, Science and Medical Education, Statistics

INTRODUCTION

Globally, the present shortage of nurses is a problematic agenda among the health care sectors. Consequently, the quality of patient care services has decreased (Van Bogart et al., 2010). Thus, ensuring a high level of job satisfaction among nurses and taking proper precautions to avoid their intention to quit are prime concerns (Subramoniam & Degan, 2010).