World Academy of Science, Engineering and Technology
International Journal of Nursing and Health Sciences
Vol:12, No:09, 2018

The Association of Excessive Work Stress with Job Satisfaction and Turnover Intention in Operating Room Nurses: A Cross-Sectional Study in a Metropolitan Teaching Hospital in Southern Taiwan

Authors : Chia Yu Chen, Shu Fen Wu, Chen-Fuh Lam, I-Ling Tsai, Shu Jiuan Chen, Yen Ling Liu

Abstract : Aim: It remains undetermined that whether increased work stress may affect the job satisfaction and career loyalty among nursing staffs in the operating room. The long-term goal of this study is to lengthen the professional life of operating room nurses by attenuating the work stress and enhancing their contentment in work. Method: This was a cross-sectional, descriptive study performed in a metropolitan teaching hospital in the southern Taiwan between May 2017 to July 2017. A structured self-administered questionnaire, modified from the Occupational Stress Indicator-2 (OSI-2) and Maslach Burnout Inventory (MBI) manual was collected from the operating room nurses. Chi-square test was used to analyze the categorical data and Pearson correlation was used to analyze the association between two numerical datasets (SPSS version 20.0). Results: The response rate was 80% (80/100) and a total of 73 (73%) completed forms were eventually proceeded for analysis. The average scores for work stress and job satisfaction of the operating room nurses were 145.96±32.91 and 47.38±6.07, respectively. The correlation coefficients of work stress versus job satisfaction and organizational identity were ($r=-0.338$, $p=0.003$ and $r=-0.354$, $p=0.002$), respectively. There were more nurses who took rotating shift quitted works from the operating room than those who took only dayshift ($\square 2\square 5.176$, $p<0.05$). Nurses who reported of having lower job satisfaction were associated with significantly higher turnover intention ($t=3.714$, $p< 0.01$). Following multivariate regression analysis, rotating shift and low job satisfaction were identified as the two independent predictors of intention to quit from working in the operating room. Conclusion: Our study clearly demonstrates that increased work stress significantly attenuates job satisfaction and organizational identity. Rotating shift is associated with higher work stress, lower job satisfaction, and higher turnover intention, which is consistent with the previous surveys carried out in the department of medical technology. Therefore, improvement of working quality in the operating rooms is essential to increase the retain intention of the well-trained nursing staffs. Further investigation into types of work shifts and other strategies of attenuating stress in workplace is currently undertaken in order to improve the job satisfaction and to decrease turnover intention in the operating room.

Keywords : rotating shift, work stress, job satisfaction, turnover intention
Conference Title : ICN 2018 : International Conference on Nursing
Conference Location : London, United Kingdom
Conference Dates : September 27-28, 2018

Open Science Index, Nursing and Health Sciences Vol:12, No:09, 2018 publications.waset.org/abstracts/85554.pdf