Nurses perception toward determinants of turnover in psychiatric hospitals in Makkah region, Saudi Arabia

Mr.Mansour Al manea

Introduction

Nurse turnover is considered as a career leakage in the healthcare sector, and as one of the major challenges faced by psychiatric hospitals and health organizations, especially within the Gulf States Region as a result of heavy dependence on expatriate in various disciplines of employment and a shortage of qualified national nurses.

Methods

Study Design: Cross-sectional , Participants are Nurse who worked in psychiatric hospital and general hospital at Makkah province . Required sample in the study is 175.

Discussion

Results have shown job satisfaction is significant predictors for intention to stay among general and psychiatric nurses.

Implication

Its implications could be noticed on the nursing administrators and the healthcare policymakers of this particular nation, urging them to retain the skilled nurses to develop quality care of different individuals.

Summary

The research intended to recognize and evaluate the determinants of nurse turnover in psychiatric & gehospitals in the Makkah region of Saudi Arabia. Represent the intention of nurses to leave the profession is a government concern, it can be observed that 20% of the involved survey respondents were more likely to stay in their jobs. Correspondingly, 38.8% of them were less likely to remain in their respective jobs .

Job Satisfaction	Mean	SD
Psychiatric hospital	5.11	1.87
General hospital	4.67	1.71

Organization commitment	Mean	SD
Psychiatric hospital	39.68	4.95
General hospital	39.82	4.81

Intention to stay	Mean	SD
Psychiatric hospital	5.11	1.87
General hospital	4.67	1.71

