

Study on the forecasting for nursing's mobility between the different academic in regional teaching hospital : 以吸收

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ABSTRACT

This study aimed to explore the different academic of nursing staff separations and the time required for promotion at all job levels. The different academic forecasting models of nursing 's mobility were established by applying of absorbing Markov Chain. The quantity, probability and residence time of nursing staff in the job level to stay was calculated, and used to forecast future of the job level of the number of nursing staff. The results showed that the average N2-level nurses to stay too long and the small number of promotions. The turnover rate of the nursing staff below the level of N2 was too high. The specialist qualifications of nursing staff had higher loyalty. However, university education of nursing staff had a faster promotion rate. The study found could provide the planning references for the administrative units and medical institutions, nurturing talents and development of counseling initiatives for retention and promotion, in the different job level.

Keywords : nursing staff、 separations、 promotion、 absorbing Markov chain

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