

Job Adaptation and Intention to quit Among New Nursing Staff

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ABSTRACT

Nursing personnel account for approximately 40%-60% of manpower in hospitals. The turnover of nursing staff has great impacts on the operation of hospitals. By leaving job, the recently recruited nursing staff not only results in the loss of costs of recruiting and training, but simultaneously affects the quality of the continued patient-care service, and brings negative influence on the morale of the entire work force. 203 nurses whom were recruited by a medical center in June and July of 2004 were the subjects of this study. Reasons of departing and intention to quit but later had change in mind of nursing personnel were separately discussed. A descriptive quantitative method was used to assess the job adaptation of the newly recruited nursing staff. After three months of tracing, among the 203 recently recruited nurses, 78 left and 125 remained at work. The findings discovered that: (a) license, residential district, and whether to practice in research hospitals have obvious influence on the turnover; (b) years from graduation and previous experience of nursing reveal differences in job adaptation; (c) to give up the thought of quitting work, besides factors contributed to one's personality, the supporting system is the key element.

Keywords : socialization ; job adaptation ; intention to quit

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