

A cross-sectional study of factors associated with intentions to leave among newly graduated nurses in eight advanced treatment hospitals: job stressors, job readiness, and subjective health status

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Objectives This study was performed to examine job stressors, job readiness, and subjective health status as factors associated with intentions to leave among newly graduated nurses (NGNs) in advanced treatment hospitals in Japan.

Methods From June to August 2007, anonymous self-administered questionnaires were distributed to all NGNs in nine advanced treatment hospitals. The questionnaire items addressed individual attributes, employment characteristics, organizational characteristics, the 22-item Job Content Questionnaire, a novel job readiness scale, and scales for subjective health status (cumulative fatigue and psychological distress) and intentions to leave. The response rate was 73% (n = 414), and 377 completed questionnaire data sets from eight hospitals were analyzed. A hierarchical multiple regression analysis was performed to investigate the factors associated with intentions to leave and subjective health status.

Results The results of hierarchical multiple regression analysis showed 55% of the variance in intentions to leave. "orientation as nurse," subjective health status influenced by psychological job demand, and "supervisor support" were important independent factors of intentions to leave. Psychological job demand and job readiness were also important factors of subjective health status.

Conclusion To intervene in early resignation of NGNs, job stressors should be minimized to improve subjective health status, while simultaneously raising job readiness.

Key words : advanced treatment hospitals, intentions to leave, job readiness, job stressors, newly graduated nurses, subjective health status

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