Title: Job stress and intention to stay at work among Thai registered nurses in hospital

Orawan Kaewboonchoo¹, Boonrord Yingyuad², Tassanee Rawiworrakul¹, S. Suriyaphun Mungarndee³, Adchara Jinayon⁴

Institute: 1. Faculty of Public Health, Mahidol University, Bangkok, Thailand
2. Sena Hospital, Phranakhorn Si Ayutthaya, Thailand
3. 955 E Kings WY, Hummelstown, PA 17036, USA
4. Faculty of Nursing, Huachiew Chalermprakiet University, Samut Prakan, Thailand

Address for correspondence: Orawan Kaewboonchoo Faculty of Public Health, Mahidol University, 420/1 Rajvithi Road, Rajthevee, Bangkok 10400, Thailand
Tel/Fax +662-354-8542 E-mail: phokb@mahidol.ac.th

ABSTRACT

Background: The current nursing shortages and high job turnover among nurses is of great concern for developed and developing countries, including Thailand. Job stress is one of the factors that increased the likelihood of turnover. Intent to stay or leave of employment is one of the most accurate predictors of turnover. Understanding the factors influence nurses’ intent to stay at work is useful for increasing the retention of nurses.

Aim: This cross-sectional study was to evaluate the intent of nurses to stay in hospital and to determine the relationship between job stress and intent to stay at work among Thai hospital nurses.

Methods: Subjects were 514 female hospital nurses aged 21-58 yr, who had worked full time at the study hospital for at least 1 yrs. Data were collected by a self-administered questionnaire included the questions of demographic characteristics, Thai version job content questionnaire and intent to stay at work. A multiple regression analysis was used to identify factors related to intent of nurses to stay at work.

Results: The prevalence of high strain was 17.5% and low intent to stay was 22.4%. The mean (SD) score for nurses’ psychological job demand, job control, social support and intent to stay were 33.5 (4.4), 70.7 (6.9), 23.8 (2.8) and 14.6 (2.9), respectively. Factors related to intent to stay were psychological job demand and social support. However, multiple regression analysis indicated only social support significantly associated with intent to stay.

Conclusion: Study findings demonstrate the association between social support and intent to stay at work among nurses. To prevent nurse shortage, nurse managers and policy maker should promote social support at work to increase the intent to stay among nurses.