Empirical study on the turn-over intention of university hospital nurses
간호사의 직무스트레스와 직무만족도가 소진과 이직의도에 미치는 영향관계 실증연구

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Abstract
This study is a survey and research attempted to seek the ways of effective human resource management and improving the quality of nursing - targeting the nurses working for the general hospitals - by analyzing the impact of job satisfaction and job stress factors on exhaustion and turnover intentions, so as to find the nurses’ turnover factors and remove those factors in advance. Although we cannot raise job satisfaction to the level we are satisfied by monetary compensation, i.e. salary alone, but as seen in this study, it is worth considering such ways as the subjects with high salaries showed relatively higher job satisfaction. Finally, in order to prevent the turnover of the competent nursing staff at an early stage, active systematic supplements and efforts are required; it is also necessary to provide constant job training, by taking into account of the specificity of nursing units and to secure and place adequate nursing staff, and to establish fair and objective promotion criteria.

Keywords
Medical organization; Job stress; Burn-out; Turnover intention; Job satisfaction
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Nurse turnover has a negative impact on the ability to meet patient needs and provide a high quality of care, which may create more stress on other staff due to increased workloads. This can lead to critical changes in the behavior of nurses towards their jobs resulting in low work satisfaction, low productivity, and leaving the organization. Thus, this study aimed to assess the quality of nursing work life (QNWL), to explore the nurses' turnover intention and to examine the correlation between QNWL and nurses' turnover intention. Methods.