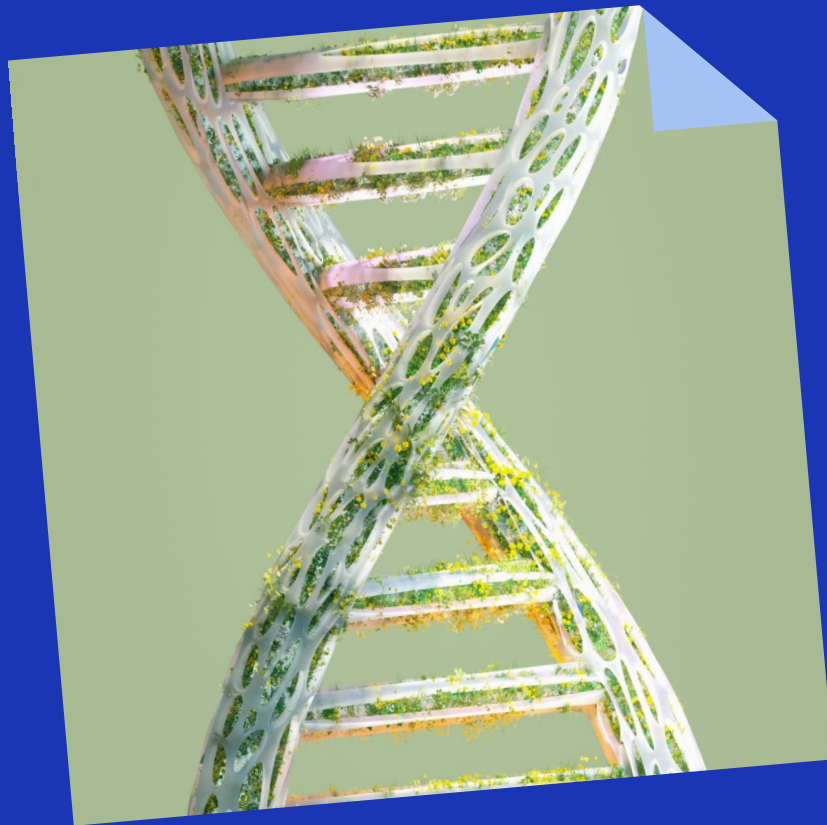


Understanding Nurse Attrition: Key Insights & Analysis

A Data-Driven Approach to
Identifying Causes & Solutions

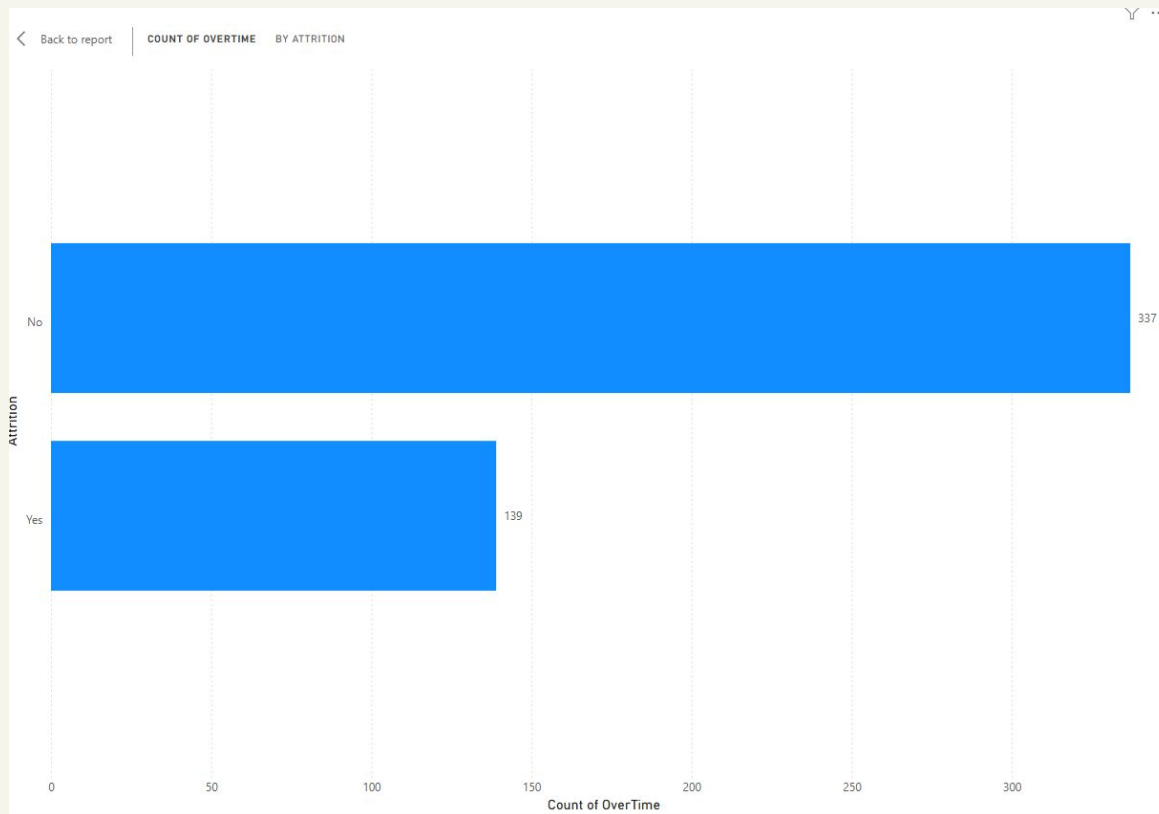
Hong Tran
10 March 2025



How Overtime Increases Nurse Turnover

Key Insight:

- Nurses who work **frequent overtime** are significantly more likely to leave their jobs.
- High workloads lead to **burnout, stress, and dissatisfaction**, pushing nurses to seek jobs with **better work-life balance**.



The Negative Effects of Excessive Overtime

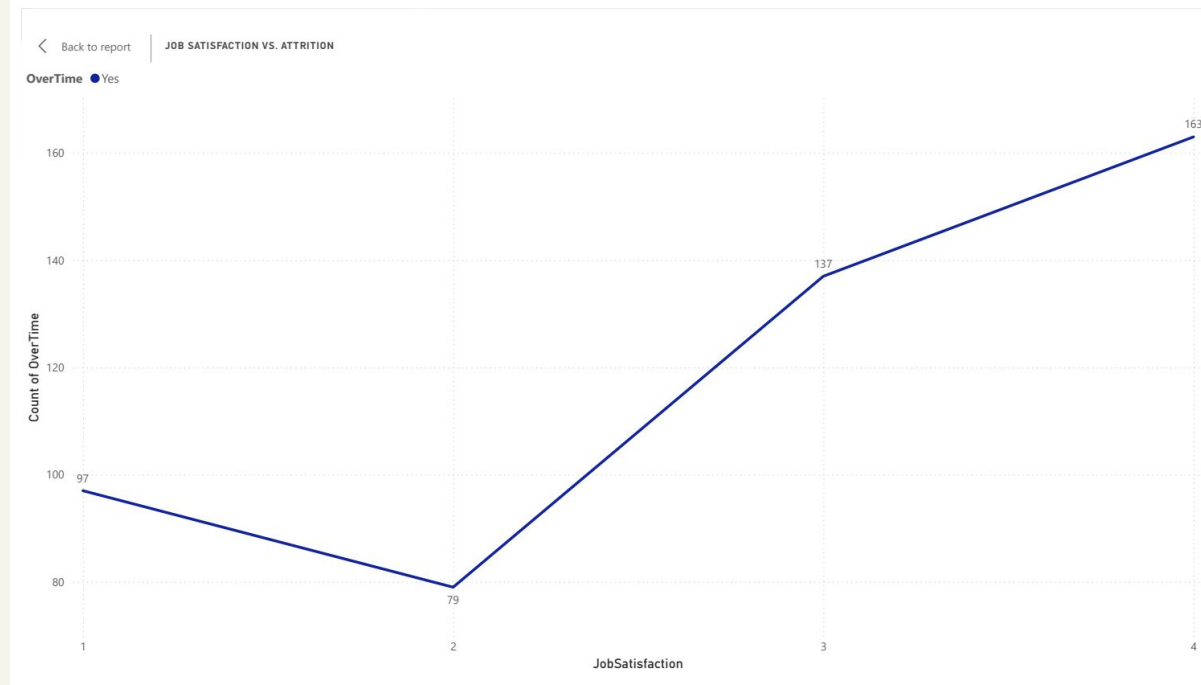
Nurses working overtime experience:

Burnout & Fatigue → Increased risk of errors, lower job satisfaction.

Poor Work-Life Balance → Leads to frustration and resignation.

Lower Job Engagement → Feeling overworked reduces morale.

Compensation vs. Stress → Overtime pay doesn't always justify mental and physical exhaustion.



Identifying Nurses Most at Risk of Leaving

Using **Power BI's Key Influencers & Attrition Trends**, we identified that **overtime** is one of the **strongest predictors of nurse attrition**.

Key Findings:

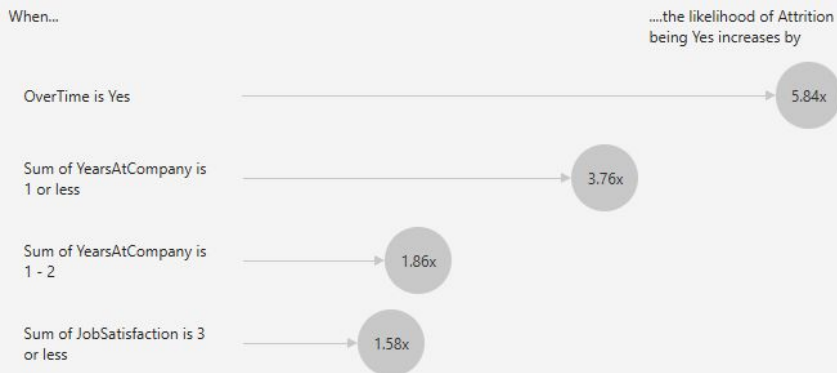
- **Nurses working overtime are 5.84x more likely to leave** than those with regular hours.
- **Job satisfaction scores of 1-2, combined with overtime, predict the highest risk of attrition.**
- **Departments with the highest overtime rates (e.g., Cardiology and Maternity) show higher turnover** than others.
- **New hires (<3 years at the company) + Overtime = Highest Turnover** (Early-career nurses leave due to burnout).

Confidential

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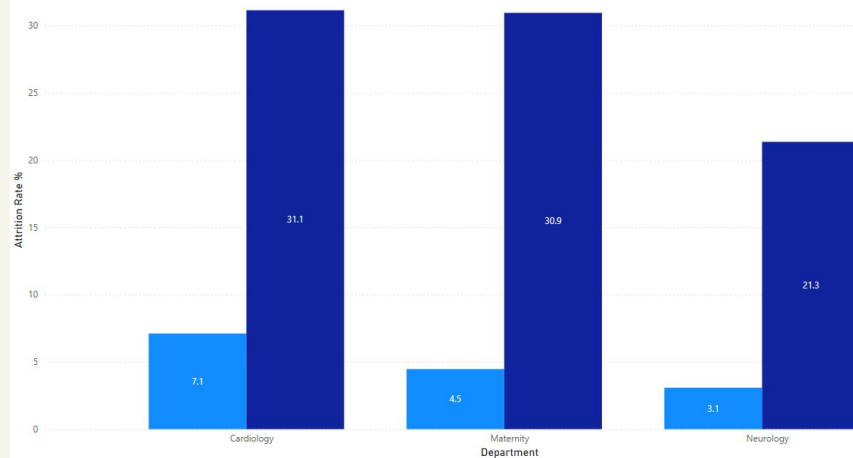
Key influencers Top segments

What influences Attrition to be Yes ?



< Back to report | ATTRITION RATE % BY DEPARTMENT AND OVERTIME

OverTime ☒ No ☐ Yes



Next Steps & Recommendations

Key Takeaways from Analysis:

- Overtime significantly increases attrition, especially for nurses with low job satisfaction (1-2).
- Higher salaries don't necessarily prevent turnover if excessive workload is a major factor.
- New nurses (under 3 years at the company) are at the highest risk of leaving, especially in ICU, ER, and Surgery departments.

Reduce Overtime Workloads

- Monitor & limit excessive overtime hours
- Distribute patient loads more evenly across shifts
- Offer more flexible shift rotations

Implementation:

- Use Power BI tracking dashboards to monitor departments with high overtime hours.
- Implement automated scheduling tools to balance workloads.

Improve Nurse Job Satisfaction

- Conduct regular job satisfaction surveys
- Provide mental health resources & burnout prevention programs
- Encourage feedback loops with leadership

Implementation

- Establish anonymous feedback channels for nurses to report burnout concerns.
- Create mentorship programs for new nurses to improve retention in early years.

Offer Incentives Beyond Salary

- Retention bonuses for nurses in high-risk departments
- Education & career growth opportunities (tuition reimbursement, leadership training)
- More paid time off options for overtime workers

Implementation:

- Track Attrition vs. Monthly Income to find salary thresholds where pay incentives stop reducing turnover.
- Adjust retention policies based on Power BI insights.