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Magnitude of job satisfaction and intention to leave present job among nurses in selected Federal Hospitals in Addis Ababa, Ethiopia

intitled collection

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Background

Job dissatisfaction issues and Health workers' intention to leave is an increasing problem that threatens the function of the health care sector worldwide, especially in developing countries, including Ethiopia. As part of future evidence, this study was intended to assess nurses' job satisfaction and intention to leave their current work and its associated factors in federal public hospitals in Addis Ababa, Ethiopia.

Method

An institutional-based cross-sectional study design was used to conduct the study. A simple random sampling technique was employed to select 408 nurses from selected federal Hospitals in Ethiopia, and used self-administered questioner to collect the data. Logistic regression was employed to identify the predictor variables with consideration of a statistical significance of $P < 0.05$ adjusted odds ratios calculated at 95% CIs.

Result

The magnitudes of job satisfaction and intention to leave current job among nurses in this study were 47.7% and 80.6%, respectively. Salary is imbalance with demands [AOR=2.85 (1.24, 6.57)], managers who have no a personal plan for developing skills [AOR=3.74 (1.58, 8.87)], stressful jobs [AOR=0.28 (0.11, 0.71)], health problem is a reason for having thoughts about changing jobs [AOR=3.02 (1.17, 7.79)] and a lack of development [AOR=4.13 (1.51, 11.3)] were identified determinant factors for intention to leave.

Conclusion

The overall intention to leave current job among nurses working in selected federal Hospitals in Ethiopia was high. The government of Ethiopia should balance salary of the nurses with the current market level. The hospitals leaders should plan the way nurses develop their educational and job carrier level.

Key words: Job satisfaction, Intention to leave, turnover, nurses, hospitals, Addis Ababa

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