

# Determinants of Nurse Turnover in Psychiatric Hospitals in Makkah Region, Saudi Arabia

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## Introduction & Background

Nurse turnover is considered a career leakage in the healthcare sector, and one of the major challenges faced by psychiatric hospitals and health organizations, especially within the Gulf States Region, as a result of heavy dependence on expatriates in various disciplines of employment and a shortage of qualified national nurses.

## Methods

**Study Design:** Cross-sectional

- Participants.
- Nurses working in psychiatric hospitals and general hospitals in the Makkah province.
- Required sample size in the study is 175.

Job Satisfaction	Mean	SD
Psychiatric hospital	5.11	1.87
General hospital	4.67	1.71
Organization commitment	Mean	SD
Psychiatric hospital	39.68	4.95
General hospital	39.82	4.81
Intention to stay	Mean	SD
Psychiatric hospital	5.11	1.87
General hospital	4.67	1.71
Self-efficacy	Mean	SD
Psychiatric hospital	29.93	3.86
General hospital	30.17	5.42

## Discussion

Results have shown that job satisfaction is a significant predictor for intention to stay among general and psychiatric nurses.

## Implication

Its implications could be noticed on the nursing administrators and the healthcare policymakers of this particular nation, urging

them to retain the skilled nurses to develop quality care of different individuals [1].

## Summary

With regard to the results obtained from statistical analysis, it can be observed that 20% of the involved survey respondents were more likely to stay in their jobs. Correspondingly, 38.8% of them were less likely to remain in their respective jobs [2].

## Limitation

Restricted sample to the nurses, employed only in the government psychiatric & general hospitals in Makkah province of Saudi Arabia can be considered as one of the limitations of this study. Therefore, based on this notion, difficulties were faced in drawing valid inferences [3].

## References

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