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A Study of Attrition of Nursing Staff (with Special Reference to Private Hospitals)

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Abstract:

In the present day rate of attrition of the worker from the medical fraternity is significant, that have an effect on not solely the regular operation system however conjointly effect the name of the private Nursing Home and hospitals within the society. Here we tend to search out the rate of attrition of Nurses in the private hospitals and conjointly tried to present the suggestion to reduce the same. The entire shape has been given of this article with the help of secondary source followed by necessary analysis.

1. Introduction

Nursing attrition down is a real issue affecting the carrying out and turnover of hospital and health care organization? Hospital Industry obliges a stable, exceptionally prepared and completely enthralled nursing staff to give powerful levels of patient precaution. Yet a developing of qualified nurses has prompted an enduring increase in the steady demand of remuneration or career growth or any others, failing of which by the many health care industry facing a heavy amount of attrition nursing staffs. This steady attrition rate is prone to wind up much more terrible over the advancing years as the development of the hospital industry keeps on decreasing the reachable supply of nurses. It is anticipated that there will be a deficiency of almost 1 million medical nurses in the United States by 2020.

The way of life and nature's domain has impressively changed contrasted with the past. Employees like to split far from the monotony of doing same pattern work. Employees feel in today's reality they need to run speedier to stay at the same spot. Administration wants that one individual needs to do the employment of two or more individuals. Workers are recently treated as items. Elasticity demands and opportunities made a pathway to decline the faithfulness among the worker which ultimately turning towards attrition.

This study is done on human resource management topic in the area of

"A study of Attrition of Nursing Staff" with Special Reference to various private Hospitals in Vadodara" The most troublesome occupation of present administrator is to know how to retain their workers for that one needs to comprehend the reasons by which attrition happens and at what rate does it occur. Many Hospitals are confronting a considerable measure of issue of attrition nowadays.

2. Theoretical Framework

Identifying the variables:

Discrimination, unclear job roles, pressure of work, monotonous jobs, multiple bosses, lack of recognition, lack of motivation, remuneration not at par with the company, no scope of career growth, marriage, and migration for career growth.

Establish the theoretical relationship among variables.

- Dependent Variable: Leaving of the employees of the company
- Independent Variable: The male and female, medical and non-medical staff

3. Review of Literature

Slavea Chankova et al [B] (2009) conducted a study entitled 'Health workforce attrition in the public sector in Kenya: a look at the reasons.' The author identified Africa to have been affected by shortages of health workers in the public sector. The author conducted this study in 22 hospital and used an observational combined with survey method where the results were that overall health workers attrition rates from 2004 to 2005 were similar across type of health facility: provincial hospitals lost on average 4% of their health workers, compared to 3% for district hospitals and 5% for health centers. Attrition among doctors and registered

nurses was much higher at the provincial hospitals than at district hospitals or health centers, whereas the opposite pattern was observed for laboratory and pharmacy staff (lost at a higher rate in lower-level facilities). In provincial hospitals, doctors had higher attrition rates than clinical officers, and registered

The subject 'Factors Related to Attrition from VA Healthcare Use: Findings from the National Survey of Women Veterans.' was carried out by Alison B. Hamilton in 2013.

Objective of the study is a comparative study of individual character and perception concerning to VA care between VA attracters and non- attracters and also to compare between recent verses remote attracters.

Research Methodology of the study is as the sample size used by the author 2,065 non-attriters. Cross sectional method was used and interview method over the phone was adopted.

The results were that Fifty-four percent of the weighted VA ever user population reported that they no longer use VA. Forty-five percent of attrition was within the past ten years. Attriters had less positive perceptions of VA than non-a The results were that Fifty-four percent of the weighted VA ever user population reported that they no longer use VA. Forty-five percent of attrition was within the past ten years attriters.

*Lambert (1998) et al [C]*examined that correctional staff was the most important asset for any correctional agency.

Behr et al (2003) analyzed the extent and determinants of panel attrition in the European Community Household Panel(ECHP). They found the extent and determinants of panel attrition to reveal high variability across countries as well as for different waves within one country.

4. Objective

- To determine the rate at which attrition takes place during the year 2013-2014.
- To identify the factors that causes attrition at various Private Hospitals, Vadodara.
- Difference of attrition trends between male and female nurses.

5. Research Methodology

5.1. Research Design

The research design for this study is combination of descriptive and Analytical in nature due to the facts finding and statistical analysis.

5.2. Benefits: The Benefit

This study will be beneficial for both, the employees as well as the hospital.

The benefits are listed below:

- By this study it becomes easy to identify area of improvements which is to be needed to increase the level of employee's retention.
- This study does not only result into improvement of hospital's employee quality but also opens a window for future research to be done by scholars and other researchers.

5.3. Method of Data Collection

Secondary types of data shall be used for this study.

Exit interview forms provided by the hospital shall also be scrutinized.

The study is a combination of qualitative and quantitative that adopts the secondary method by collecting the data from the hospital and will be analyzed the by using the Statistical Package for Social Sciences (SPSS)

5.4. Target Population

The target population for this study has been considered those employees who have left the job and the research is done on nurses. As medical staff such as the doctors are contractual workers. So only to understand the attrition rate of the non-contractual staff which are the nurses is considered. With the help of the HR manager at Sterling Hospital a list of exit interview been prepared and considered as a target population for this study.

5.5. Inclusion Criteria

All the nursing staff the job for last 5 years.

5.6. Exclusion Criteria

Non contractual or trainee nurses and other paramedical with lend of nursing duty.

5.7. Tools for Data Analysis

The analysis of data is done through SPSS version 20.0

5.8. Limitations of the Study

- To get the cooperation from the management of private hospitals.
- To find out the real reason for attrition.

- To search out the nurses who have left organization.

6. Data Collection and Analysis

- The analysis of data is done through SPSS version 20.
- The quantitative analysis was carried out after this using Chi square test and Cramer's V coefficient of association to test the hypothesis. The hypothesis was tested at 95% Confidence interval and p was seen to be significant at a value > 0.005.[10]

6.1. Annotate Transcripts

- Time spent in reading the interview forms: 2days. Approx. 276 files were referred.
- Exit interview forms were open ended questions in which reason for the leaving of the nurses was mentioned by which the reasons were known.
- The variables identified from the exit interview forms were as follows:
 - 1. Better Prospect: Reasons such as finding another job in other organization.
 - 2. Personal Reason: included migration of going abroad and reasons which the nurses did not write about why they are leaving the organization instead they wrote personal reason.
 - 3. Marriage: Nurses who wished to discontinued because of marriage.
 - 4. Absconding: Cases who's data was not available as they stopped coming without giving a reason.

	Patient Care Staff Nurse		Assistant Staff Nurse		Staff Nurse		Supervisor		Total
Months	Gender		Gender		Gender		Gender		
	M	F	M	F	M	F	M	F	
Apr-13	0	1	2	12	2	4	0	0	21
May-13	0	1	0	0	5	2	0	0	8
Jun-13	0	1	0	1	4	6	1	0	13
Jul-13	1	3	2	1	4	4	0	0	15
Aug-13	0	3	0	1	3	1	0	0	8
Sep-13	0	0	2	6	3	3	0	0	14
Oct-13	1	4	1	3	6	7	1	0	23
Nov-13	0	2	0	0	4	4	0	0	10
Dec-13	1	3	0	0	4	0	0	1	9
Jan-14	0	0	0	1	1	6	0	0	8
Feb-14	0	1	0	0	4	8	0	0	13
Mar-14	0	5	0	0	5	21	0	0	31
Total	3	24	7	25	45	66	2	1	173

From the above table we can see that total there are 173 Nurses with different designation who were employed in the past one year from April 2013- March 2014. And their total as well as the bifurcation of nurses among male and female and their total is done for better understanding.

Figure 1

The results show number of nurses leave job towards various reason for leaving.									
Months	PERSONAL REASON		BETTER PROSPECT		ABSCONDING		MARRIAGE		Total
	M	F	M	F	M	F	M	F	
Apr-13	8	7	0	0	0	0	0	0	15
May-13	0	0	4	3	1	7	0	2	17
Jun-13	1	1	2	3	0	5	0	0	12
Jul-13	1	0	1	3	1	2	0	0	8
Aug-13	2	1	0	0	4	5	0	0	12
Sep-13	0	0	0	1	2	5	0	0	8
Oct-13	0	0	0	1	0	4	0	1	6
Nov-13	0	0	4	10	1	7	0	0	22
Dec-13	1	1	5	2	4	4	0	0	17
Jan-14	0	0	6	6	0	0	0	0	12
Feb-14	0	0	1	4	3	4	0	1	13
Mar-14	1	0	1	4	2	0	0	1	9
Total	14	10	24	37	18	43	0	5	151
	24		61		61		5		
	15.89%		40.40%		40.40%		3.31%		

Figure 2

It can be seen from table that out of 151 employees involved in the study.

- 61 nurses who have left job due to better prospect from which 24 are male and 37 are female. It means 40.40% of nurses left job for better prospect.
- 61 nurses who have left job due to absconding from which 18 are male and 43 are female. It means 40.40% of nurses left job for absconding.
- 24 nurses who have left job due to better prospect from which 14 are male and 10 are female. It means 15.89% of nurses left job for better prospect.
- 5 nurses who have left job due to marriage from which 0 are male and 5 are female.

The results shownumber of nurses leave job towards various reason for leaving.
The table belowshows the number of respondents who left the job due to various reasons.

•Alpha = 0.05

•Confidence level = 95%

Gender * Reason Cross tabulation							
			Reason				Total
			PERSONAL REASON	Better Prospect	Absconding	Marriage	
Gender	Male	Count	14	24	18	0	56
		% within Gender	25.0%	42.9%	32.1%	0.0%	100.0%
	Female	Count	10	37	43	5	95
		% within Gender	10.5%	38.9%	45.3%	5.3%	100.0%
Total	Count	24	61	61	5	151	
	% within Gender	15.9%	40.4%	40.4%	3.3%	100.0%	

Figure 3

- It means 3.31% of nurses left job for better prospects.
- It can be seen from table that out of 151 employees involved in the study.
- 61 nurses who have left job due to better prospect from which 24 are male and 37 are female. It means 40.40% of nurses left job for better prospect.
- 61 nurses who have left job due to absconding from which 18 are male and 43 are female. It means 40.40% of nurses left job for absconding.
- 24 nurses who have left job due to better prospect from which 14 are male and 10 are female. It means 15.89% of nurses left job for better prospect.
- 5 nurses who have left job due to marriage from which 0 are male and 5 are female. It means 3.31% of nurses left job for better prospects.

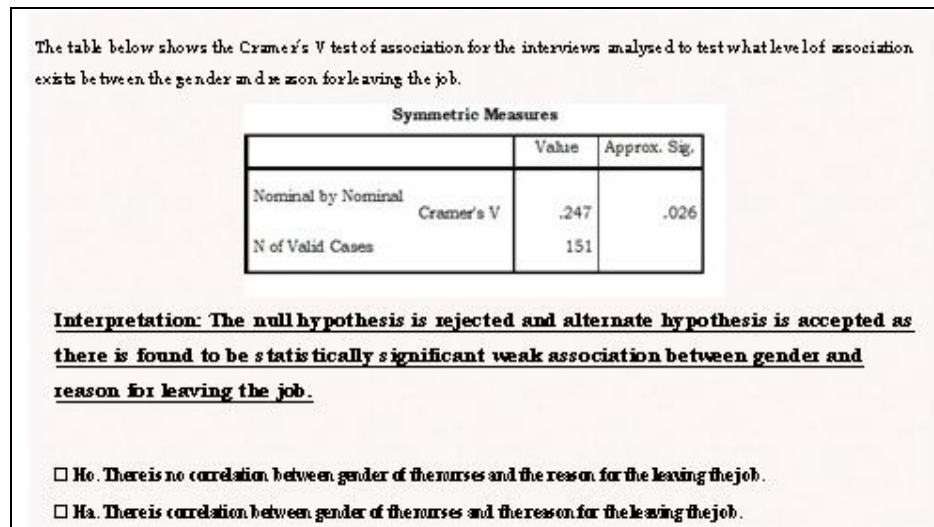


Figure 4

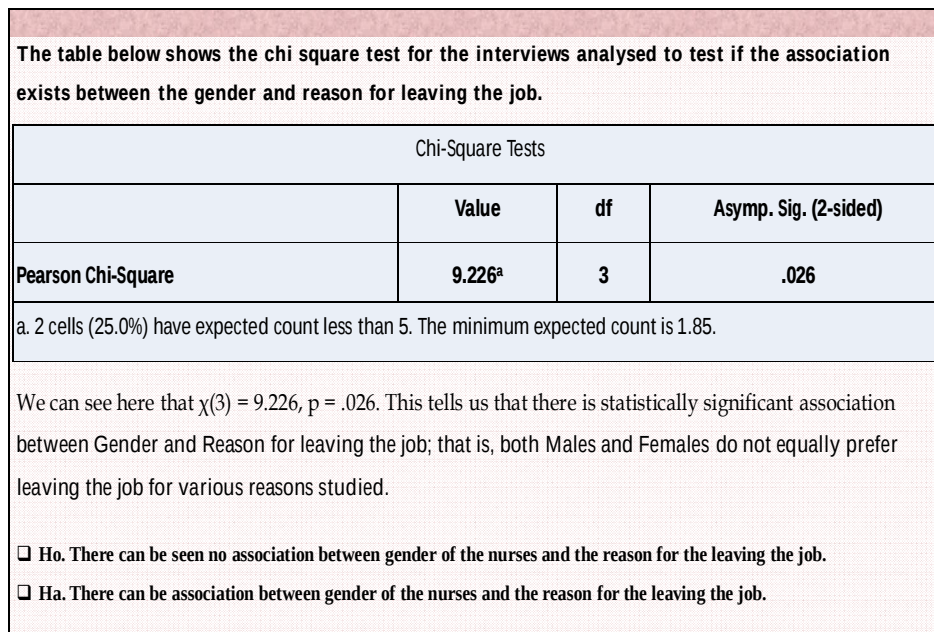


Figure 5

Calculate Attrition Rate	
Enter:	
Average number of employees leaving per year	151
Average number of employees employed per year	275
Output: (do not edit fields below)	
Attrition rate	54.91%
□ Interpretation: From the above table the attrition rate is calculated on the nursing staff and the attrition is known of the rate with compared to the currently working staff at Sterling Addlife hospital.	

Figure 6

7. Discussion

Collectively, findings indicated that attrition of nurses is high with 54% in a years' time of study.

It can be seen that out of 151 employees involved in the study. 61 nurses who have left job due to better prospect from which 24 are male and 37 are female. It means 40.40% of nurses left the job for better prospects. 61 nurses who have left the without any information (abscond) from which 18 are male and 43 are female. It means 40.40% of nurses left job without any information (abscond) 24 nurses who have left job due to better prospect from which 14 are male and 10 are female. It means 15.89% of nurses left job for better prospect. 5 nurses who have left job due to marriage from which 0 are male and 5 are female. It means 3.31% of nurses left job for better prospects, therefore it can be seen that nurses were left from their job mostly due to better prospect and also left without passing any information (abscond).

The no of new joiners in the past i.e. from April 2013-March 2014, 173 Nurses were employed with different designation.

8. Conclusion

- Collectively, findings indicated that attrition of nurses is high with 54% in a years' time of study. It can be seen that it can be seen that out of 151 employees involved in the study.
- Therefore the gap between the new joiners and the attrite nurses is of 22
- The new are replacement of the nurses who left the job. It can be said that the gain of 13%, which is 22 more nurses have joined as compared with the nurses who have left the hospital.
- The current overall rate of attrition of the nurses is 54.91%.
- Therefore it can be said that the nurses at each hospital are responsible for conveying the good image of the service and the reason of attrition of retraining them can be implemented.

9. Recommendations

- Regular interviews and surveys should be done to understand the future scope of the employee and to understand the needs and core areas of nurses by which absconding attitude may be stopped.
- Activities can be arranged by which the bonding of the nurses is done with the administration so that clear reasons are known by which the retention strategies can be formed.
- The companies should conduct regular meetings to know about their expectation. Each organization should focus on exit interviews.

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