



The Relationship between Job Satisfaction and Intention To Stay in Taiwanese Nurse Practitioners

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Background

Job satisfaction of registered nurses is associated with their intention to remain in current employment. This hypothesis warrants further tests when it applies to nurse practitioners.

Objective

To examine the correlations between job satisfaction and intention to stay in Taiwanese nurse practitioners.

Method

A cross-sectional survey and convenient sample were used. One hundred and sixty one full time nurse practitioners were recruited from a medical center and three metropolitan hospitals in southern Taiwan. The Chinese version of the Misener Nurse Practitioner Job Satisfaction Scale¹ (MNPJSS², Cronbach's $\alpha = .97$) and the Intention to Stay Scale (Cronbach's $\alpha = .81$) were developed by researchers and used for data collection. Descriptive statistics, one-way ANOVA, Scheffes' posteriori comparison method, the Pearson product-moment correlation coefficient was conducted for data analysis.

Result

The mean of job satisfaction was 3.85 (SD= .73, maximal score=6). The mean of intention to stay was 4 (SD= .92, maximal score=5). There were statistically significant differences in job satisfaction between different salary levels ($F=28.65$, $p<.00001$) (table1). There were also significant differences in intention to stay between nurse practitioner with an without children ($F=5.87$, $p= .017$) (table2). Significant correlation was found between job satisfaction and intention to stay ($r = .61$, $p< .001$). Subscales "professional, social, and community interaction" "intra-practice partnership" "challenge/autonomy" "time" "professional growth" and "benefits/ collegiality" of job satisfaction had shown significant correlations with intention to stay ($r = .44 - .62$, $p< .001$) (table 3).

Table 1 Relationship between demographic variables and job satisfaction (n=161)

Variables	N(%)	Mean(SD)	F	p	scheffes'
age(years)			.65	.586	
<30	25(15.5)	3.62(.63)			
31-35	43(26.7)	3.88(.65)			
36-40	67(41.6)	3.78(.86)			
>41	26(16.1)	3.72(.84)			
Child			.88	.349	
without	78(48.4)	3.71(.77)			
with	83(51.6)	3.83(.76)			
seniority as nurse practitioner(month)			4.23	.016*	(2)>(3)
(1)≤60	73(45.3)	3.74(.75)			
(2)61-120	78(48.5)	3.88(.78)			
(3)>120	10(6.2)	3.16(.51)			
Annual salary(NT)			28.65	.000**	(3)>(1)
(1)≤600000	70(43.5)	3.36(.67)			(3)>(2)
(2)601000-800000	38(23.6)	3.84(.79)			
(3)>800000	53(32.9)	4.27(.54)			
Accredited Hospital			53.93	.000**	
medical center	58(36)	4.28(.57)			
regional hospital	103(64)	3.48(.71)			

*p<.05 **p<.01 ***p<.001

Table2 Relationship between demographic variables and intention to stay(n=161)

Variables	N(%)	Mean(SD)	F	p	scheffes'
age(years)			2.30	.079	
<30	25(15.5)	3.17(.73)			
31-35	43(26.7)	3.39(.73)			
36-40	67(41.6)	3.63(.95)			
>41	26(16.1)	3.68(.82)			
Child			5.87	.017*	
without	78(48.4)	3.34(.86)			
with	83(51.6)	3.66(.82)			
seniority as nurse practitioner(month)			5.72	.004**	(2)>(1)
(1)≤60	73(45.3)	3.33(.79)			
(2)61-120	78(48.5)	3.72(.89)			
(3)>120	10(6.2)	3.07(.49)			
Annual salary(NT)			29.88	.000***	(3)>(1)
(1)≤600000	70(43.5)	3.11(.62)			(3)>(2)
(2)601000-800000	38(23.6)	3.36(.84)			
(3)>800000	53(32.9)	4.12(.78)			
Accredited Hospital			63.67	.000***	
medical center	58(36)	4.11(.79)			
regional hospital	103(64)	3.16(.69)			

*p<.05 **p<.01 ***p<.001

Table3 Pearson correlation coefficient between participants' scores on the MNPJSS and intent to stay (n =161)

Subscales	intention to stay
challenge/autonomy	.51**
benefits/ collegiality	.62**
professional growth	.50**
time	.48**
professional, social, and community interaction	.42**
intra-practice partnership	.44**

note. ** p<.001

Conclusion

Nurse practitioner's job satisfaction had shown significant correlations with intention to stay. Annual salary was more than 800000 NT who had high level of job satisfaction. Improve the working environment can increase the intention to stay of nurse practitioner. The results can be used as a reference for the hospital management.

Literature Cited

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