Relationship between Quality of Work Life and Nurses Leave the Profession through Mediation of Nurses' Intention to Leave their Profession

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**PURPOSE**

Whether nurses’ intention to leave their profession (ITLpro) mediated the relationship between Quality of Work Life (QWL) and nurses leave the profession.

**METHOD**

1. One-year prospective study from March to June 2012 and followed up at March to June 2013.
2. Sample
   1,283 nurses at seven hospitals in Taiwan.
3. Instrument
   1) The Chinese version of the Quality of Nursing Work Life scale, 41 items, 5-Likert scale (Lee, Dai, McCreary, Yao & Brooks, 2014).
   2) A questionnaire of intention to leave nursing profession.
   3) A demographic questionnaire.
4. Statistics. Tested three regression equations:
   1) The 1st equation
      The independent variable is a significant predictor of the mediator.
   2) The 2nd equation
      The independent variable is a significant predictor of the outcome variable.
   3) The 3rd equation
      Both the independent and mediator variables entered simultaneously with the outcome variable.
      Two conditions must be met in the 3rd equation if a mediator effect is present.
      a. The mediator is a significant predictor of the outcome variable.
      b. The direct relationship of the independent variable to the outcome variable is less significant than it was in the second equation (Baron & Kenny, 1986).

**RESULT**

1. The 58.5% nurses had ITLpro. The 2.5% nurses leave the profession after one year.
2. Nurses' ITLpro mediated the relationship between “Milieu of respect and autonomy” QWL and nurses leave the profession.

<table>
<thead>
<tr>
<th>Step</th>
<th>N</th>
<th>Independent variable</th>
<th>Mediating variable</th>
<th>Dependent variable</th>
<th>p value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1*</td>
<td>1,124</td>
<td>“Milieu of respect and autonomy” QWL</td>
<td>-</td>
<td>ITLpro</td>
<td>&lt; .001</td>
</tr>
<tr>
<td>2**</td>
<td>1,118</td>
<td>-</td>
<td>ITLpro</td>
<td>Nurses leave the profession</td>
<td>.011</td>
</tr>
<tr>
<td>3**</td>
<td>1,118</td>
<td>-</td>
<td>-</td>
<td>Nurses leave the profession</td>
<td>.142</td>
</tr>
</tbody>
</table>

N < 1,283 because of missing data. *: cumulative logistic regression. **: logistic regression. ": analyzed variable.

**CONCLUSION**

1. A “milieu of respect and autonomy” QWL predicts the mediator variable “nurses’ ITLpro”.
2. They predict an outcome variable “nurses leave the profession”.

**Figure 1 Statistical model of a mediator effect of nurses’ intention to leave the profession in the relationship between “Milieu of respect and autonomy” QWL and “Nurses leave the profession”**

**Reference**