

A STUDY ON IDENTIFYING REASONS FOR HIGHER ATTRITION RATE OF NURSES AT CK BIRLA HOSPITAL |RBH, JAIPUR

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INTRODUCTION

- Nurses play a critical role in the health-care business and are often the first people who come to mind when we think of health-care professionals.
- Nurses, second only to doctors, are the technical group of professionals involved in patient care in hospitals, accounting for almost one-third of total hospital costs.
- “Attrition refers to the gradual reduction in the number of personnel owing to retirement, resignation, or death.” It's sometimes referred to as "Employee Defection" or "Employee Turnover”.

- During Non COVID 19 period, nurse : Patient ratio - 1:4
- But during COVID 19 times, nurse : patient ratio increased to 1:6
- A huge shortage of nurses is faced by the organization especially in Covid times.
- High Attrition affects the overall functioning of the hospital.



REVIEW OF LITERATURE



- A study was conducted in Pune to determine the job stress causes of attrition among nurses in public & private hospitals. It showed that that job stress had a considerable negative impact on nurses' work behavior. It is critical to rearrange the workplace and remove as many stressors as possible, as well as train employees on how to manage job stress and achieve better adjustment, in order to increase employee health and safety (Rawal, 2014).
- Another study was conducted in London to determine the characteristics of successful intervention to reduce turnover and increase retention of early career nurses. It showed that to promote nurse retention, a wide range of interventions and components within those interventions were important. Internship/residency programmers or orientation/transition to practice programmers, both of which span between 27 and 52 weeks and include a teaching, preceptor, and mentor component, appear to be promising therapies (Brook, 2018)



- This study was conducted in Netherland to determine the student nurses reasons for attrition & retention. This study was done in qualitative approach. It showed that students became nurses for a variety of reasons, including the caring aspect, personal experiences with healthcare, role models in their community, and professional prospects. Attrition was closely linked to the training curriculum and clinical placements, particularly the reported lack of support for trainees. “More essential than the specific clinical sector, feelings of being welcomed and working in a great team proven to be more important reasons for completing the programme (Ten , 2017).
- This study was conducted in Ahmedabad to determine the reasons of attrition in an Indian Hospital. Cross Sectional study was done , which shows 70% of employees claim "blanket reasons" such as a better opportunity or personal reasons. While 72.5 % of employees thought exit interviews were primarily for documentation purpose, whereas 11 percent were unsure. Existing employees, on the other hand, gave a wide range of responses when asked qualitatively (Shukla , 2017).



Research Question

What are the reasons responsible for higher attrition rate of nursing staff at Ck Birla Hospital
|RBH, Jaipur?

Research Objectives

1. To identify reasons responsible for higher attrition rate of nurses
2. To suggest measures to reduce the higher attrition rate of nurses.



METHODOLOGY

- 135 nurses left the job in last one year (till May 2021) , all were contacted for the study , only 110 gave the consent to participate .
- **Study Tool Used**- Primary data was collected using Semi structured questionnaires via telephonic interviews of Ex Nurses
- **Study Duration**- 3 Months (22nd March 2021 to 19th June 2021)
- **Study Setting** – CK Birla Hospital| RBH, Jaipur
- **Study Type** – Observational Cross-sectional Study
- **Responses Received** – 110
- **Data Analysis** – Microsoft Excel

Results



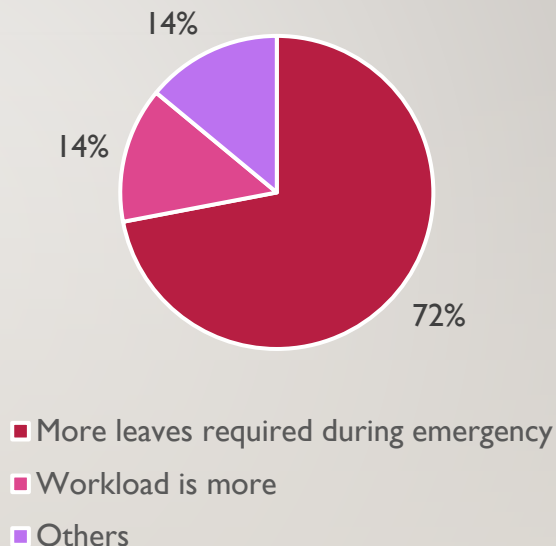
Background characteristics of the Respondents

Characteristics	Number & Percentage of responses
Nurses Approached	135
Nurses who consented to participate in the study	110
Gender of the respondents	
Male	40 (36.5%)
Female	70 (63.6%)
Age of the respondents	
21- 25	23 (21%)
26-30	77 (70%)
31 & Above	10(9%)
Marital Status	
Single	58 (53.2%)
Married	51 (46.8%)
Distance of hospital to Residence	
<1	12 (11%)
2- 5km	71(64.5%)
6-10km	23 (21%)
11 & above	4 (3.7%)
Number of Years worked for CK Birla	
<1	63(57%)
2-4 years	45(41%)
5 & Above	2 (2%)

REASONS FOR HIGH ATTRITION OF NURSES

I. Satisfaction with the number of leaves: Participants were asked if they were satisfied with the number of leaves , 92% (101) said that they were satisfied with the leaves and 8 %(n=9) said they were not satisfied with the leaves. The reasons are shown in the pie chart

Reasons for dissatisfaction
(n= 9)



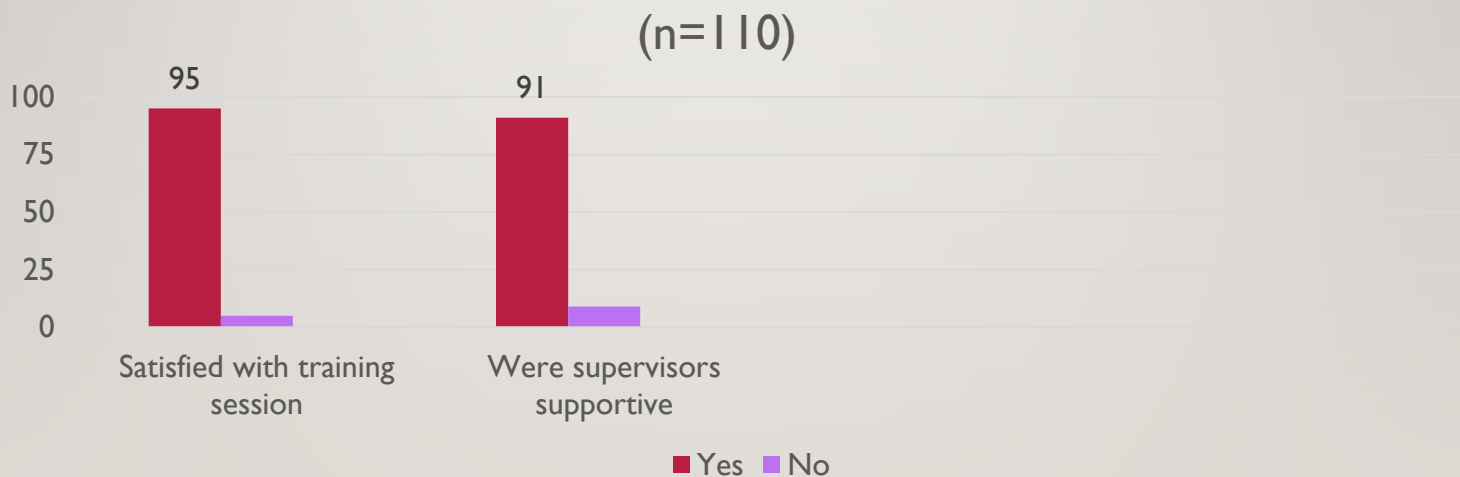
2. Satisfaction with the salary:

Participants were asked if they were satisfied with the salary , 87% were satisfied with the salary , 13% were dissatisfied with the salary .The following reasons were revealed with the dissatisfaction with the salary which is shown in pie chart

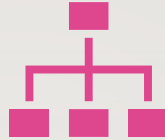
Reasons for dissatisfaction with salary
(n=14)



3. Responses Regarding Training Sessions and Supervisors (In Percentage)



4. Satisfaction with work shifts



Participants were asked if they were satisfied with the work shift structuring. 96% were satisfied with the work shift structuring while 4% were not satisfied.



The main reason that emerged for dissatisfaction was work overload

5.Reasons for leaving CK Birla

	Percentage	Count
govt job	41.82%	46
Family Issues	11.82%	13
health issues	3.64%	4
less leaves	3.64%	4
work Environment is not good	10.91%	12
Relocation	1.82%	2
work overload	4.55%	5
other	9.09%	10
Less Pay	5.45%	6
Higher Studies	7.27%	8
	100.00%	110

SUGGESTIONS

- Regular Interviews and surveys can be done to see the future scope of the nurses and to understand the needs and core area of the nurses
- Regular meetings should be held with the nurses to know their expectations and their dissatisfaction.
- Measures need to be taken for forming clear and transparent policies to ensure cordial relations between staff and administration.
- Recognition must be given to the nurses for the meaningful contribution.
- The recommended counseling would help and improves the quality of life of nurses and allow them to stay in the same hospital.
- Workload related concerns should be conveyed and accorded in transparent manner so that nobody feels exploited and overburdened.

CONCLUSION

In conclusion the study reveals that highest percent of nurses left due to government jobs. This cannot be corrected , however concerns of leaves , less pay , more workload & work environment culture could be improved by the management to reduce attrition among nurses.



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*Thank
you!*