

Publication

The 'magnetic forces' of Swiss acute care hospitals: A secondary data analysis on nurses' job satisfaction and their intention to leave their current job

JournalArticle (Originalarbeit in einer wissenschaftlichen Zeitschrift)

ID 3963113

Author(s) Biegger, Annette; De Geest, Sabina; Schubert, Maria; Ausserhofer, Dietmar

Author(s) at UniBasel [De Geest, Sabina M.](#) ; [Schubert, Maria](#) ; [Ausserhofer, Dietmar](#) ;

Year 2016

Title The 'magnetic forces' of Swiss acute care hospitals: A secondary data analysis on nurses' job satisfaction and their intention to leave their current job

Journal NursingPlus Open

Volume 2

Pages / Article-Number 15-20

Keywords Nursing, Job satisfaction, Job leaving intention, Acute care hospitals, Switzerland

Aims (1) To describe nurses' job satisfaction and intention to leave their current employer; and (2) to explore the associations between nine aspects of job satisfaction (i.e., motivators and hygiene factors) and nurses' intentions to leave their current employer. **Background** Increasing nurse shortages and accelerating personnel turnover are global healthcare issues. Improving nurses' job satisfaction and reducing their intentions to leave are crucial to nurse workforce stability. **Methods** Secondary analysis of nurse survey data from the Swiss arm of the Nurse Forecasting in Europe (2009/2010) study. Associations between aspects of nurses' job satisfaction and intentions to leave were analyzed via multiple logistic regression analyses. **Results** Overall, nurses reported being very satisfied with their jobs and with 'independence at work', but less satisfied with the possibility for 'study leave'. A total of 27.4% intended to leave their current jobs, with lower ratings of 'opportunities for advancement' as the most relevant factor explaining these intentions. **Conclusion** In view of predicted nurse shortages, Swiss acute care hospitals' might improve their success regarding nurse job satisfaction and retention by offering nursing career models with more opportunities for clinical advancement.

Publisher Elsevier

ISSN/ISBN 2352-9008

edoc-URL <https://edoc.unibas.ch/62982/>

Full Text on edoc No;

Digital Object Identifier DOI 10.1016/j.npls.2016.01.002