

Job Satisfaction and Turnover Intention of Nurses in Public Hospitals in Northern Negros Occidental

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Introduction: In recent years, the Philippine healthcare system has faced a significant shortage of nurses due to high turnover rates, particularly in public hospitals. This issue has had a substantial influence on the delivery of quality healthcare, particularly in areas like Northern Negros Occidental. Job satisfaction is an important element determining nurse retention, a complicated concept that reflects a nurse's emotional response to many parts of their professional work. This study looks at job satisfaction and turnover intentions among nurses in public hospitals in Northern Negros Occidental, to determine how these characteristics interact and how demographic variables influence this perception.

Methodology: A quantitative research design, specifically, a descriptive-correlational research approach and targeted staff nurses in public hospitals throughout Northern Negros Occidental. A sample of 103 nurses participated in the study. A valid and reliable survey questionnaire was used to gather data on nurses' demographic profiles, perceived job satisfaction, and turnover intentions. Data was analyzed using descriptive statistics to determine general trends in job satisfaction and turnover intentions. Inferential statistics were utilized to identify significant relationships between demographics, job satisfaction, and turnover intention. Likewise, inferential statistics were also used to establish the relationship between job satisfaction and turnover intention.

Results: The study found that while most public hospital nurses in Northern Negros Occidental reported high job satisfaction, turnover intentions remained moderate, particularly among older, male, and married nurses. A strong inverse relationship was observed between job satisfaction and turnover intention, highlighting satisfaction as a key factor in nurse retention.

Conclusion: Job satisfaction significantly influences nurses' turnover intentions in public hospitals in Northern Negros Occidental, directly addressing the primary purpose of understanding the relationship between these two factors. The most important discovery is that higher job satisfaction strongly correlates with lower turnover intentions and contributes new knowledge by highlighting civil status as a key demographic factor influencing satisfaction. These findings support previous research emphasizing the role of job satisfaction in nurse retention and validate both Locke's Value Theory of Satisfaction and King's Goal Attainment Theory by demonstrating how personal values and goal achievement impact workplace commitment.

Practical Value: The practical value of this paper is essential for understanding the complex factors that influence nurses' decisions to stay in or leave their jobs. By gaining insights into these factors, healthcare organizations can develop evidence-based strategies like nurse support programs, mentoring networks, and stress-reduction activities to improve nurses' retention, enhance patient care quality, and create a more sustainable healthcare workforce for the future and will provide answers to the turnover intention and shortage of nurses, the phenomena that affects healthcare in the province.

Directions for Future Research: Future research should investigate the qualitative elements that influence nurse turnover, such as workplace culture, management support, and professional development opportunities. A longitudinal study is also advised for tracking changes in work satisfaction and intention to leave over time, which can provide more information about causality and possible solutions.

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