

ABSTRACT

Introduction: The shortage of nurses is a global problem of a multifactorial nature, to which demographic change in the world's population contributes greatly. In the future, a growing imbalance in the supply and demand of nursing staff can be expected, and according to WHO estimates (2015), the deficit of nurses and midwives will reach 7.6 million in 2030. The lack of nurses is largely due to their turnover, which is influenced by a number of interrelated factors and has a negative impact on the quality and safety of health care, the economy, health systems and the nurses themselves. The first step in solving this issue is to examine the causes of institutional and professional turnover of nurses and then create stabilization measures.

Aim: Identify, characterize and analyse the factors that influenced the decision to change the current job position of general nurses with more than two years of experience.

Methodology: Qualitative research was carried out through individual semi-structured interviews, phenomenological approach and method of purposeful selection was methodologically chosen. The research survey was attended by 14 general nurses from Prague hospitals aged 30 to 52 years. Data collection was terminated by reaching theoretical saturation. Data analysis was performed using open coding followed by categorization.

Results: The data analysis identified 8 main categories: individual factors, leadership, workload, attitude to the profession, organizational commitment, financial evaluation, interpersonal relationships and quality of care. The turnover behaviour of nurses was very significantly influenced by factors of the work environment, especially the style of leadership and management, interpersonal relationships and insufficient staffing, which were described as the causes of heavy workload, stress and the development of burnout. They negatively affected job satisfaction, engagement and subsequently turnover tendencies. Although considerable importance has been attached to the amount of financial rewards, this factor does not appear to be the main reason for changing employers.

Conclusions and recommendations: The turnover behaviour of nurses is influenced by a variety of organizational and individual factors, but the influence of work environment factors is probably crucial. Stabilization measures should therefore focus primarily on this area.

Keywords: nursing staff, nurse shortage, nurse retention, turnover of nurses, factors affecting turnover.