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The study on influence of psychological authorization for the turnover intention of nurses in municipal hospitals

Li Jun Yang

Sichuan University, China

Aim: The study aims at investigating the status of psychological authorization of nurses and analyzing its influence for the turnover intention in Lhasa municipal hospitals, in order to provide a basis for formulating intervention strategies for nurses' turnover.

Method: The questionnaire surveys was undergone among 443 nurses by the cluster sampling from 6 municipal hospitals in Lhasa, questionnaires including the general information, the psychological authorization scale and the resignation intention scale.

Result: The average of the psychological authorization was 44.1005.96 and average of the turnover intention was 14.0603.35. Pearson correlation analysis showed that the correlation between the turnover intention and the psychological authorization was statistically significant difference ($p < 0.05$). Multiple linear regression analysis result, score of psychological authorization I, IV and III count for 12.4% variance variation of the total score of resignation intention.

Conclusion: The psychological authorization was negatively related to the turnover intention and it was an important prediction variable of the turnover intention for nurses in Lhasa municipal hospitals. Therefore, the hospital administrator may take measures to improve the psychological authorization of nurses, so as to reduce the turnover intention of nurses and promote the stability of the hospital nursing team.

Biography

Li Jun Yang is has completed graduation from Sichuan University Li Jun Yang is currently working in West China Hospital, Sichuan University, China.

519420803@qq.com

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