عنوان مقاله:

The role of job stress, burnout and perceived organizational support in predicting the intention to leave the job in nurses of Ardakan hospitals during the Covid-19 pandemic period in 2021

محل انتشار:

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خلاصه مقاله:

Background and Aim: The Covid-19 pandemic poses major health threats to global public health. In this regard, the medical staff have been exposed to the injuries of this emerging disease more than other people. This study aimed to investigate the role of job stress, burnout and perceived organizational support in predicting the intention to leave the job in nurses of Ardakan hospitals during the Covid-19 pandemic period in 2021. Materials & Methods: The statistical population included nurses working in the Covid-19 ward of Ardakan city hospitals in 1400 with an approximate number of 100 people. The sample size was determined based on Morgan's table of 79 people. Sampling was performed by the available method. Research instruments included the Job Leave Questionnaire (O'Reilly, Chatman, & Caldwell, 1991), Perceived Organizational Support (Eisenberger et al., 1986), Job Stress (Elliott, 1994), and Job Burnout (Maslash and Jackson, 1981), which were conducted online. Published, they responded. Data were analyzed by Pearson correlation method and multiple regression at the level of 0.05 using SPSS26 software. Results: The results showed that there is a significant positive relationship between job stress and burnout and its dimensions (i.e. burnout, emotional fatigue and depersonalization) with the intention to leave the job in nurses (P<0.001); There is a significant negative relationship between organizational support and intention to leave work in nurses (P<0.001). The results of regression analysis also showed that 45% of the variance of intention to leave the job in nurses is explained by the linear combination of burnout variables and organizational support (R=0.687, R2=0.472 and adjusted R2=0.450). Conclusion: Stress, burnout and organizational support as important and influential variables on nurses' intention to quit their job during the Covid-19 pandemic can be considered and intervened by those involved in the field of treatment.

کلمات کلیدی:

Occupational stress, Burnout, Psychological, Personnel Turnover, Covid-19,
استرس شغلی, فرسودگی, روانشناسی, ترک شغل, کووید-۱۹

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