

Investigating the of Relationship between Moral Distress and Turnover Intention in Nurses Working in Jahrom University of Medical Sciences in 2016

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ABSTRACT

Background and Objective: Moral distress in nursing profession refers to the actions that are contrary to ethical beliefs. Recently, it is one of the challenges to health systems due to its devastating effects on nurses, which leads to turnover intention in nurses. Therefore, the relationship of moral distress with turnover intention should be studied. Thereby, the present study aimed to determine the relationship between moral distress and turnover intention in nurses working in Jahrom University of Medical Sciences in 2016.

Materials and Methods: This was a descriptive, cross-sectional study on nurses working in the hospitals affiliated to Jahrom University of Medical Sciences in 2016. All nurses working in hospitals affiliated to Jahrom University of Medical Sciences entered the study through census. Inclusion criterion was at least two years of working experience in the nursing department and the exclusion criteria were uncooperative nurses and incomplete questionnaires. Data collection tools were three questionnaires, namely demographic questionnaire, Corley's Moral Distress Scale and Need's inventory of nurses' willingness to remain in nursing profession. Validity of this questionnaire was calculated as 88%. Reliability of this inventory was assessed using Cronbach's alpha ($\alpha = 93\%$). The collected data was analyzed using SPSS 21, descriptive statistics (mean, percent and standard deviation), and inferential statistics (Mann-Whitney test, Kruskal-Wallis test and Spearman's correlation coefficient) at $P < 0.05$ significance level.

Results: Mean age of the participants in this study was 28 ± 5.4 . Majority of the participants were females (76%). Majority of the nurses had bachelor degree (95%). Majority of the nurses worked in the internal and surgical wards (29%). Majority of the nurses had training course contracts (49%). The score of turnover intention was 3.04 ± 1.10 , the score of severity of moral distress in nurses was 2.44 ± 0.72 ($0 < \text{Range} < 5$) and score of repeated experiences of moral distress was 2.20 ± 0.83 ($0 < \text{Range} < 5$). Spearman's test results showed no significant relationship between turnover intention and severity of moral distress ($p\text{-value} > 0.337$) and repeated experiences of moral distress ($p\text{-value} > 0.444$). Mann-Whitney test results showed that relationship of gender with turnover intention, severity and repeated experiences of moral distress was not significant ($p\text{-value} > 0.05$). Kruskal-Wallis test results showed the relationships of education, ward type and type of employment with turnover intention, the severity and repeated experiences of moral distress were not significant ($p\text{-value} > 0.05$).

Conclusion: The results of this study showed that relationship of mean score of moral distress (severity and repeated experiences) with turnover intention was not significant. Since moderate level of moral distress was reported in this study, turnover intention cannot be completely unrelated to moral distress. Occasionally, nurses are obliged to remain in their job due to difficult employment conditions and poor economic states. Therefore, it is suggested to take the necessary measures in order to reduce distressing factors.

Keywords: Moral Distress, Turnover Intention, Nurse