

# The Effect of Desire To Switch Job, Compensation, Career Development And The Work Environment Of Nurses At The Purbowangi Gombang Hospital

Romadoniyah<sup>1\*</sup>, Ratno Purnomo<sup>2</sup>, Rio Dhani Laksana<sup>3</sup>

<sup>1\*</sup>Universitas Jenderal Soedirman, airin.nia@gmail.com, Indonesia

<sup>2</sup>Universitas Jenderal Soedirman, ratno.purnomo@unsoed.ac.id, Indonesia

<sup>3</sup>Universitas Jenderal Soedirman, riodhani@unsoed.ac.id, Indonesia

\* Romadoniyah

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## ABSTRACT

The background of the research explains the intention to switch employment, Compensation, career growth, and work environment of nurses at Purbowangi Gombang General Hospital. The number of turnover occurrences at one of Kebumen's hospitals is relatively high. Multiple factors contribute to employee turnover, including the desire to switch employment, inadequate salary, unclear career options, and a hostile work environment. The Prior study had demonstrated that the large number of nurses quitting the workforce remained a challenge for hospital administration. This study aims to describe the desire of nurses at Purbowangi Gombang General Hospital to change employment, compensation, career growth, and their work environment. The research methodology used a quantitative descriptive design to find a picture of the desire to move jobs, compensation, career development, and the nurse's work environment. The method of data collection used the method of surveying using questionnaires. The number of research samples was 42 nurses taken using a simple random sampling technique. The results indicate that nurses have a strong desire to change jobs (54.8%) due to high compensation (50%), limited employment growth (57.1%), and an unpleasant working environment (52.4%). Conclusion This study suggests that nurses have a high level of employment desire, a lack of career growth opportunities, and an unpleasant work environment. Analysis of factors affecting the intention to leave Purbowang Gombang Hospital is the subject of suggestions for further study.

**Keywords:** Intention to move, career development, compensation, nurse's work environment.

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## 1. Introduction

Hospitals are comprehensive health care establishments that offer inpatient, outpatient, and emergency care (Permenkes, 2020). Patient care is an integral part of nursing. One of the pillars of the hospital care system is nursing. American Nurses Association (ANA) (2003) defines nursing as the protection, promotion, and optimization of health, ability, prevention of disease and injury, and alleviation of suffering through the diagnosis and treatment of human responses in the service of individuals, families, communities, and populations (Potter & Perry, 2009).

About 45% of the medical staff in South Korean medical institutions are clinical nurses, and they have an immediate impact on the quality of medical services, such as patient safety and the financial elements of hospital operations. In the era of the global coronavirus disease 2019 (COVID-19) pandemic, the adult patient population is growing, making experienced nurses who can perform complex nursing jobs and a robust nursing workforce more necessary than ever (Kim Y et al., 2021). The principal finding of the Identification of fundamental social processes is that, during the adjustment stage (initial and continuous), the intention to move is most strongly influenced by professional experience, particularly in terms of job roles, workplace relationships, and the degree of access to continuing professional development. At this time, city dwellers with minimal social ties are primarily concerned with their happiness (i.e., non-locals – newcomers). After reaching 'having adjusted,' the primary effect on the intention to move is personal satisfaction, which is greatly influenced by the individual's stage of life (Cosgrave C et al., 2018). According to research conducted by Shanshan Xu a. one et al. in 2019, almost a third of pediatric nurses in China intend to leave their current positions. Position, skill level, vocation, and job happiness are critical characteristics associated with turnover intent. Administration, workload, connections with coworkers, the job itself, and compensation and perks are negatively connected with shifting intents, with a high turnover intention ratio at the lowest satisfaction level ranging from 2.0 to 7.8 compared to moderate levels. However, calls are the most influential element on moving intent, and poor summonings can raise the likelihood of solid moving wants by more than tenfold after adjusting for work satisfaction. Job satisfaction can somewhat mediate the relationship between the call and the intent to move. In Chinese pediatric tertiary institutions, nurse turnover is substantial. During the pandemic, both quitting a nursing profession and remaining employed as a nurse are influenced by personal and organizational variables. Commitment and awareness of working in pandemic conditions are among the most significant aspects of retaining nurses in their careers (Varasteh S et al., 2022). The most prominent causes of expatriate nurse turnover were wage benefits and workload concerns, followed by inadequate housing and hospital facilities (Alreshidi NM et al., 2021). It must be overcome for future generations by taking into account psychological work environment elements and living conditions to prevent female nurses' transition (Tei-Tominaga M et al., 2018). Purbowangi General Hospital is a type C private hospital located on Jalan Yos Sudarso Barat No. 1, Gombong, Kebumen, with a bed capacity of 100 with a total of 256 human resources consisting of health and non-health workers. As for the number of nurses, it is 83 people. Based on interviews with the department of nursing services, information was obtained that there are often and out of nurses at Purbowangi Hospital.

Table 1. Based on the data from the HR and Nursing Logistics Section at Purbowangi Hospital.

Year	Number of Nurses at Purbowangi General Hospital	Number of Resigned Nurses	
		N	%
2019	60	2	3.3
2020	62	5	8.1
2021	71	8	11.3
2022(Jan-August)	83	5	6%

The problem formulation is an increase in the number of nurses who resign every year, the desire of nurses to change jobs to other companies, and whether nurses feel job dissatisfaction. These factors influence the desire to change jobs and the relationship between the desire to change jobs and job satisfaction. Positive perceptions of teamwork and supportive, safety-conscious supervisors can mitigate the detrimental effects of mindful organizing on the intention of frontline

employees to leave (Zaheer S et al., 2019). Health care organizations must hire and keep people in leadership positions who emphasize safety and possess the necessary relationship competency. They must continue to invest in developing and bolstering the relational leadership capacity of their supervisory leadership. Additionally, it is crucial to offer on-site courses on subjects (like conflict management) that might enhance teamwork and lower employees' intentions to leave their units or organizations. The turnover rate is typical if the resignation rate is between 5% and 10% annually (Gillies,2000). Nurse turnover at Purbowangi General Hospital grew from 3.3% in 2019 to 8.1% in 2020 and 11.3% in 2021. It demonstrates that Purbowangi Hospital has an issue with a high rate of nurse turnover. Although the exact causes of employee turnover at Purbowangi Hospital are unknown, early research suggests that departure is generally caused by discontent with the remuneration or salary received, family obligations, enrolling in other hospitals or CPNS, and health. Job satisfaction is defined as an attitude of pleasure and passion for one's work, which can be shown in one's work ethic, achievements, and morale (Hasibuan, 2016). The turnover rate has a significant impact on the firm. The cost, resources, and motivation of labor are all affected by employee turnover. In terms of turnover-related expenditures, the company incurs expenses beginning with the selection and recruiting of new people and continuing through orientation. In terms of resources, the presence of outgoing energy necessitates filling posts to replace the outgoing energy. Vacant positions caused by employee departures are filled with inappropriate personnel, resulting in abandoned responsibilities. Meanwhile, employees who are left without motivation and morale experience stress at work. It is anticipated that psychological stress in the first and fifth years will increase employee turnover (Labrague et al., 2020). Based on the data mentioned above, the researcher wants to undertake research to determine the nature of the desire to change employment (turnover intention) among nurses, as well as their salary, career growth, and work environment at Purbowangi General Hospital. Researchers expect that by understanding the characteristics of nurses, they will be able to use this information to determine and reduce hospital turnover rates. Purbowangi Hospital is a Type C hospital; if there are many churning nurses, the performance of nursing services will be adversely affected. Good performance in nursing services is required for customer satisfaction or patients' treatment to increase public trust in Purbowangi Hospital.

## **2. Methods**

The type of study is descriptive and quantitative with a cross-sectional study design. This study's object is a factor affecting turnover or the desire to change jobs at Purbowangi Hospital. The subjects of this study were nurses at Purbowangi Hospital. This research was conducted in August 2022 by spreading questionnaires to the nursing staff of Purbowangi Hospital as many as 42 respondents.

### **Result Of Research**

Respondent characteristics

Table 1 displays demographic data from this study. The sample size for this study was 42 nurses.

Table 1. Nurse demographic data (n=42)

Num	Characteristics of Respondent	Age	Frequency
1	Age		
	Late adolescence (17-25 years old)		2 (4,76 %)
	Young adulthood (26-35 years old)		20 (47,61 %)
	Late maturity (36-45 years old)		16 (38,09 %)
	Early elderly (46-55 years old)		4 (9,52 %)
	Late elderly (56-65 years old)		
	Seniors (>65 years old)		
2	Gender		
	Female		28 (66.66%)
	Male		14 (33,33%)
3	Education		
	Diploma		8 (19,04 %)
	Applied Bachelor		1 (2,38 %)
	Bachelor+Ners		33 (78,57 %)
4	length of employment		
	< 5 years		12 (28,57 %)
	≥ 5 years		11 (26, 19 %)
	≥ 10 years		19 (45,23 %)

A summary of the frequency distribution of moving desires, compensation, career growth, and work environment.

Table 2 provides an overview of the distribution of the frequency of desire to relocate, compensation, career development, and work environment.

Table 2. frequency distribution of moving desires, compensation, career advancement, and work environment (n = 42)

Variable	Frequency	Percentage (%)
<b>The desire to move</b>		
Low moving desire	19	45.2
high moving desire	23	54.8
<b>Compensation</b>		
High Compensation	21	50.0
Low Compensation	21	50.0
<b>Career development</b>		
Good Career development	18	42.9
Poorly Career development	24	57.1
<b>Working environment</b>		

Good Working environment	20	47.6
Poorly Working environment	22	52.4

### 3. Discussion

This study aimed to examine the perceptions of nurses at Purbowangi Gombong Hospital regarding their desire to move, compensation, career development, and workplace environment.

#### 3.1 *Desire to move*

The results showed that the desire of nurses to move was higher than those who did not have the desire to move. Nurses in the study decided whether or not to leave their organization, reaching more than 54.8% of nurses. These findings corroborate with previous studies showing moderate levels of nurse turnover intentions. Research conducted in Asia gave similar results according to Lee et al., finding turnover intention at a moderate level compared to this study, where nurses who are less than 40 years old and have a baccalaureate degree have a higher desire to move when compared to nurses. Younger ones and those with master's degrees. In addition, new and younger nurses face many problems, such as low salaries and salaries, significant workload, lack of a suitable staff level, and the inability to strive for progress in the profession they are considering leaving. Other studies have shown that work stress can significantly affect the desire to change jobs (Choi & Kim, 2020). A wide variety of classifications of moving desires relate to job satisfaction (e.g., HJLi et al., 2019), commitment (e.g., Esop & Timms, 2019), work engagement (e.g., Schaufeli & Bakker, 2004; Tvedt et al., 2019), workload (e.g., Franziska, 2016), nursing leader type (Warden et al., 2021). The results showed that by reducing the intention to move nurses, management needs to formulate and implement interventions to promote lifelong commitment (Labrague et al., 2018).

#### 3.2 *Compensation*

The study's results found that the picture related to compensation did not significantly affect nurse turnover. The results were the same: low and high compensation of 50%. In the hospital where the study is done, nurses still have substantial turnover rates. This contradicts the results of the Labrague et al. study, which says that in its research, new and younger nurses were faced with many problems such as low salaries, significant workload, lack of appropriate staff levels, and the inability to strive for progress in the profession in which they considered leaving.

When dissatisfied, these factors can decrease work motivation, satisfaction, and commitment and ultimately encourage them to leave their organization. Furthermore, nurses with a baccalaureate degree have a higher turnover of intent than nurses with a master's degree. Again, low salaries, lack of professional development opportunities, and a large workload may explain these findings. The results showed that hospital administrators need a more focused approach and attention to those working in the nursing profession to help reduce nurse turnover and the continuity of providing safe and effective nursing care. This may include developing an effective staffing plan, formulating and implementing professional education programs, providing adequate organizational support, and providing a positive work environment (Labrague et al., 2018).

#### 3.3 *Career development*

Career development helps nurses analyze the ability and interest to adjust to the needs of nurses according to the growth and development of work installations. The results of this study found that the career development of nurses in hospitals is not good, which is still very large, as much as 57.1%, in which case there are still many nurses who turnover from their jobs. In line with the research conducted by Rakhab et al., the lack of identifiable career advancement paths in the structure of the Practice Nurse reflects that the Practice Nurse is a leader and has considerable experience in the Practice Nurse role (Suoth et al., 2019).

Identify inconsistencies in the implementation of roles and note that the biggest obstacle to the development of the Practice Nurse role in Thailand is organizational factors (related to poor administrative functions) due to the lack of clearly delineated organizational structures and policies (Rakhab et al., 2021). The organization or installation is the main thing and has an essential role because various organizations such as the government (Ministry of Public Health and Division of Nursing), nursing organizations, and the Nursing Council of Thailand support Advanced Practice Nurses. They have a role to play in maximizing the potential of Advanced Practice Nurses who are focused not only on their careers but also on providing optimal and innovative patient care through research and evidence-based practice. The results demonstrated the need for collaboration among nurse educators, employers, and professional organizations to ensure alignment in strategies to strengthen and support the development of the Advanced Practice Nurse role and to identify and develop clear career pathways for Advanced Practice Nurses in Thailand (Suoth et al., 2019).

### *3.4 Working Environment*

The work climate is described by the performance conditions of the work environment. Nurses or employees usually accept a supportive work environment and believe in the ability of nurses to perform in the installation. Ini adalah kebebasan dan kenyamanan bagi perawat untuk mengeksplorasi pilihan pekerjaan mereka. Berbeda dengan perawat yang tidak memiliki kebebasan untuk melakukan tindakan pada pekerjaan, perawat akan merasa lelah, dan tingkat turnover akan meningkat. The study results illustrate a poor working climate, as much as 52.4% compared to a good work climate. This is in line with research conducted by Choi et al., who said that organizational culture or installation significantly affects employee turnover (Choi & Kim, 2020). The perceived support of the organization contributes the most to explaining turnover. This suggests that employees tend to think about quitting their jobs when they feel inadequate organizational support. Numerous management studies have shown that high organizational support will make employees feel obligated to their organization (Fazio, Gong, Sims, & Yurova, 2017; Madden, Mathias, & Madden, 2015).

## **4. Conclusions**

This study concluded that the desire to change jobs possessed by nurses is in the high category; career development is lacking, and has a less work climate. Further research suggests analyzing factors that influence turnover intention at Purbowangi Gombong Hospital.

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