

**Causes of Attrition amongst the Nursing fraternity in
Private Healthcare Facilities across the Delhi/NCR
Region: A cross-sectional study.**

**A dissertation submitted in partial fulfilment of the requirements
for the award of**

Post-Graduate Diploma in Health and Hospital Management

by

Praheli Bhowmik



**International Institute of Health Management Research
New Delhi -110075
Month, Year**

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Certificate of Internship Completion

Date:.....

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ABSTRACT

Causes of Attrition amongst the Nursing fraternity in Private Healthcare Facilities across the Delhi/NCR Region: A cross-sectional study.

Introduction: In any health system, the health worker determines the nature and quality of services provided. Although nursing services are an integral part of both preventive and curative aspects of India's health system, the nursing estimates of the country shows that India has been facing a shortage of nurses since independence. Studies show that professional, social and economic reasons are considered to be behind the nursing shortage in India. The high income countries have discovered India as a new source of well trained, English-speaking nurses to overcome their nursing shortages. This has resulted in mass migration of nurses from India, which in turn may lead to non-availability of standard quality health services especially to the poor section of the population in the country.

Purpose: The purpose of this paper is to know the prevalent causes of attrition among nurses in various departments in the private hospitals, to understand the people's behavior to various situations and to consequently formulate the retention strategies.

Methodology: A cross sectional survey of 104 registered fulltime staff nurses was done from 4 corporate hospitals of Delhi, NCR region. The data was collected for a period of 1 month.

Findings: From the analysis three causal component viz. lack of job satisfaction, growth opportunities and working environment are the dominating ones influencing the staffnurses to leave their job.

From the second section of analysis three components have been derived: Organisational culture and financial security, Personal security and attitude of seniors and colleague. So the sub factors of these components are to be taken into consideration while formulating the retention strategies.

Research limitations: The samples were limited to only four corporate hospitals of Delhi, NCR region. It may not be appropriate to generalise the findings across other populations or settings. However, the sample can be viewed as a representative case typical of many other organisations in the same industry. The study also has certain limitations of systematic biases and sampling errors.

Practical Implications: The results provide insight into the impact of employee job satisfaction on turnover intention in the particular Chinese retail setting which could benefit managers and policy makers in the focus organisation as well as other organisations operating in the same sector in general.

The nursing education programme in India should be strengthened. The standard and quality of education should be strengthened and maintained periodically. Uniformity of the curriculum is also another factor responsible for the enhancement of the quality of care in hospitals. The government should take initiatives to create and empower leaders from the nursing fraternity itself. Moreover, there should be efforts to provide adequate infrastructure, remuneration and working conditions to the nurses. Efforts should be made by the government to retain qualified nursing personnel in the country.

Originality/value: The paper studies problems that characterise the issues of the nurses industry.

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ABBREVIATIONS

AHU	Air Handling Unit
ANM	Auxiliary Nursing and Midwifery
CRDP	Comprehensive Rural Development Programme
ECG	Electro Cardiogram
GNM	General Nursing and Midwifery
HMIS	Health Management Information System
HRH	Human Resource of Health
ICN	International Council of Nurses
IIHMR	Institute of Health Management Research
IVF	In-Vitro Fertilisation
JILIT	JIL Information Technology Limited
JMC	Jaypee Medical Centre
JSS	Jaiprakash Sewa Sansthan
LEED	Leadership in Energy and Environmental Design
MAS	Minimal Access Surgery
NCR	Non Capital Region
NICU	Neonatal Intensive Care Unit
PPC	Portland Pozzolana Cement
PTS	Pneumatic Transfer System
SICU	Surgical Intensive Care Unit
SPSS	statistical package for social sciences
WHO	World Health Organization