

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.