

**Research Project Title: NURSES' JOB SATISFACTION AND TURNOVER INTENTIONS: A CASE OF COMMUNITY HOSPITALS IN NONTHABURI PROVINCE**

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**ABSTRACT**

The objectives of this study were (1) to determine the relationship between nurses' job satisfaction and turnover intentions of nurses employed at community hospitals; (2) to identify factors of nurses' job satisfaction associated with turnover intentions of nurses employed at community hospitals.

This is a survey research. The population was 258 nurses from all 5 community hospitals in Nonthaburi province. The samples were 160 nurses using convenience sampling technique. Questionnaires were used to collect data. Data analysis was carried out using SPSS for Windows Version 11.0.

It was found that, the nurses generally satisfied with their jobs with an average mean of 3.58. They generally agreed with interaction with the highest average mean of 3.34, followed by autonomy (M 3.30), professional status (M 3.11) doctor-nurse relationship (mean 3.03), administration (mean 2.94), pay (mean 2.63), and task requirements (mean 2.38). For turnover intentions, the respondents generally were undecided to leave their organization according to the average mean of 2.67.

The results from Pearson correlation revealed that nurses' overall job satisfaction had a significant relationship with turnover intentions of the nurses ( $r = -.30$ ). Moreover, all seven facets of job satisfaction had significant relationship with turnover intentions of the nurses. Administration had the strongest relationship with turnover intentions of the nurses ( $r = -.39$ ), followed by professional status ( $r = -.32$ ), pay and interaction ( $r = -.30$ ), doctor-nurse relationship ( $r = -.21$ ), task requirements ( $r = -.20$ ), and autonomy ( $r = -.16$ ).