

CHAPTER III

RESEARCH DESIGN OVERVIEW

Justification of Study Question

Because the turnover rate of nurses in the hospital in Nepal is high, it is highly possible to increase the workload of currently working staffs. If the turnover rate is serious, it might bring frustration, job dissatisfaction and impart demonstration effect to turnover. Thus it is highly essential to know how serious the turnover rate is and what are the major reasons for turnover. The identification of reasons for turnover and a solution will help to discourage turnover. It is in this view, that the research questions are addressed to two major issues of turnover rate and its reasons.

Research Question

Primary question:

What is the turnover rate of graduate nurses in the hospitals of Nepal ?

Secondary Questions:

1. What are the reasons for turnover of graduate nurses from the hospital of Nepal ?

2. What are the reasons for turnover of graduate nurses from hospital to other sectors ?

Research Objectives

1. To determine the turnover rate of graduate nurses from hospital of Nepal (1986-1990).

2. To determine reasons for turnover of graduate nurses from one hospital to another hospital in Nepal

3. To determine reasons for turnover of graduate nurses from hospital to other sectors.

4. To determine the reasons for adherence of graduate nurses to the government hospitals.

5. To identify the perceptions of administrators about the practical measures that can be taken by the hospital to discover and reduce turnover.

Operational Definition

Perception

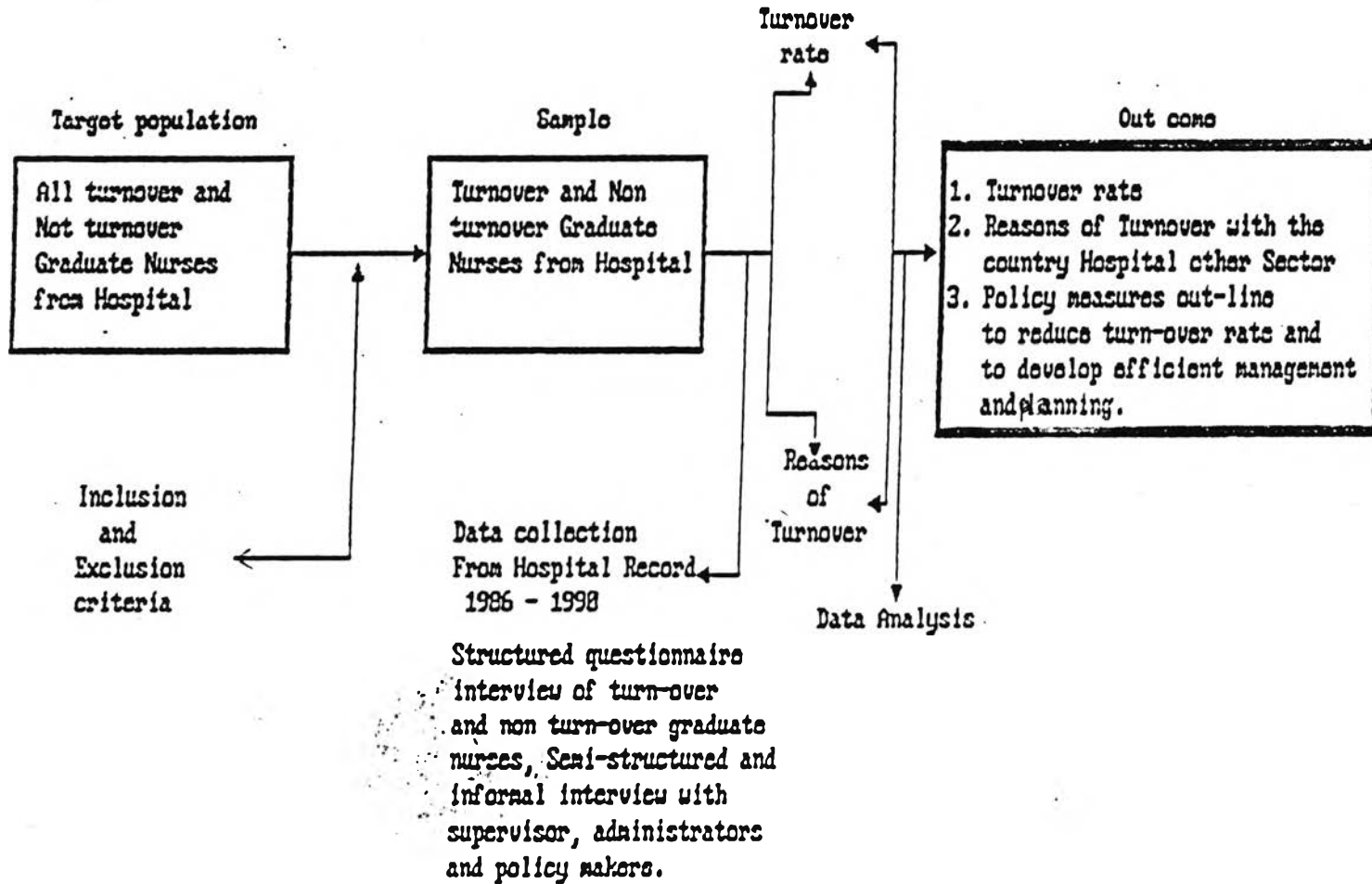
In this study perception is considered to be recognizing and identifying the reasons for turnover of the graduate Nurses from hospital, when perceived by managers or Administrator.

Adherence

In this study adherence is considered to find out the reasons for retaining or staying in hospital.

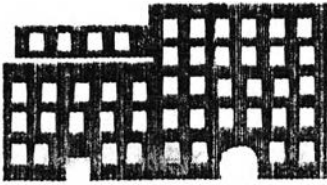
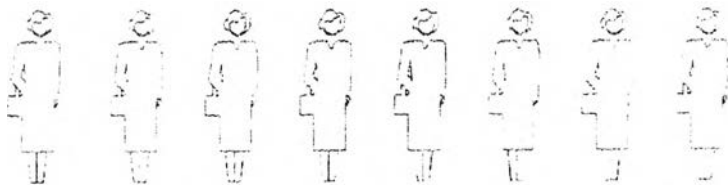
Descriptive Research

Diagram of the study design



TARGET POPULATION

TOTAL POPULATION	598	PERSONS
STUDY POPULATION	433	PERSONS
NOT TURNOVER	254	PERSONS
TURNOVER		
- To Government hospitals	115	PERSONS
- To Private sectors	56	PERSONS



Turnover

Turnover is defined as the movement of an individual from one organization to another organization. In this study turnover is considered the individual who resigns the post or transfers out for any reasons after working not less than three months.

Rate

The rate is generally expressed as percentage for a specified period of time like any other percentage.

$$\text{Turnover Rate} = \frac{\text{Number of graduate nurses (G.N) Terminations/ Fiscal Year}}{\text{Average, G.N. work force /Fiscal Year}} \times 100$$

High Turnover

In this study high rate is considered if the rate is more than 20 % in a period of time.

Normal Rate

The normal rate is considered as 10 % - 20 % in a period of time.

Half Pay Leave

In government organization there is a rule and regulation for sick leave of 12 days year. Sick leave can be accumulated at the end of service. If the individual becomes sick and uses all of their sick leave, and may need more, he or she may take half pay leave, under the

recommendation of concerned government doctor service. This leave may not more than six months for the post to remain vacant.

Without Pay Leave

If the individual is unable to work she can take one year without pay leave. If the committee does not sanction the leave, the employee must quit their job.

Study Leave

An individual who has worked in a government organization continuously without any break for 15 years and has not taken any educational leave, can apply for study leave. He or she can take 2 years leave if the Ministry sanctions the study leave.

Expert

Manager who has special knowledge and expertise.

Reward

Manager has ability to mediate reward.

Routine

Degree to which a job is repetitive.

Participation

Degree of power an individual exercises concerning performance of a job.

Promotion Opportunity

Degree of potential vertical occupational mobility in the hospital.

Opportunity Elsewhere

Availability of alternative jobs in the community.

Intent to go

Likelihood perceived by the individual of leaving the hospital.

Graduate Nurse

The graduate nurses are those who have completed the three year nursing course from the nursing campus. They can be employed in any hospital, but for the Government. They have to take the public service commission examination to become a permanent employee. The examination is written and the candidate is interviewed by a Health Ministry person, and Administrative and public service commission people. Then they will be appointed in the organization as a graduate nurse. She can then be responsible for patients. The following are her job responsibility.

Job Summary

To exercise senior nursing skills plus some managerial skills.



Job Duties

1. To give basic nursing care to patients or to help and supervise the giving of this care by nurse aids, axillary nurses midwife nurses and student nurses.

Basic Nursing Care Includes:

1. Bed making, bathing, care of pressure areas, mouth, hair and nail care.

2. Giving, removing and emptying bed pans and urinals critique ill patient.

3. Feeding of helpless patients.

4. Admission and discharge of patient including instruction to patient and relatives.

5. To give technical nursing care to patient in the form of:

5.1 Technical procedure such as enema, catheterization, dressing, irrigation, or oxygen therapy.

5.2 Taking and recording of temperature, pulse, respiration and blood pressure.

5.3 Collection of specimens.

5.4 Urine testing.

5.5 Pre and post operative care

6. Administration and recording of medicine and injections.

7. Preparation for and assistance in clinical test and medical procedures.

8. To do rounds with doctors when the sister is

not available. See that doctors orders for patients are carried out.

9. To assist the ward sister in observation and assessment of the on going condition of patient, notifying the doctors as necessary.

10. To assist the ward in planning nursing care for the patient.

11. To assist in the ward management. That is in cleanliness or ward, care of equipment supplies and linen, supervision of cleaners, nurses aids and auxillary nurses midwives, central of visitors.

12. To act for the sister when she is off duty.

13. To help in the routine care and cleaning of equipment, trolleys, and cupboards.

14. To assist in the supervisor and teaching of student nurses when necessary.

Sample Specification

The Research Design has two Objectives:

1. Identification of rate of turnover.
2. Identification of reasons for turnover. For each objective, different sampling technique is adopted as follows.

Sample Specification For Objective 1:

Nepal is administratively divided into five

development region- central, Eastern, Western, Mid Western and Far Western regions. In sampling process, each development region, one hospital will be chosen except the far Western region. The selection of the hospital is done on the basis of maximum service provided by the hospitals in the community. It was in this contest, Bir hospital Kathmandu from central development region was chosen. Other regions of Nepalgunj, Pokhara and Biratnagar are the principal areas for providing the service to the local people from these regions. One hospital from each sector was selected. From each hospital records of turnover figures were collected from 1986-1990.

Sample Specification For Objective 2:

Number of working nursing staffs in the government hospital of Nepal was 598, out of which all turnover nurses were selected for interview. Then all non turnover nurses are taken who have met inclusion criteria. To get qualitative information on policy issues, Matrons and supervisor of each hospitals were also be interviewed.

Target Population

The target population is that population about which the study results may be applied. It is a first sampling to identify the population. In his study, target population includes all the turnover graduate nurses from government

hospitals who have joined the nursing service in the hospital and who were working in the hospital not less than three months. The following hospitals were used for data collection.

The Sample Population

From Target population all turnover graduate nurses are included for the sample which represents the total number graduate nurses, who are employed not less than three months in government hospitals. The sample was a portion of population, and was useful for generalization of the study. A portion of the sample population was an intergral part of the study, when making a generalization. The target population may be employed in government or private hospitals and other sectors within the country. This step of sampling is defined by Ary et al (1979).

Eligible Criteria:

Inclusion criteria

1. Once the subjects are employed in hospital and stay not less than three months.
2. The subjects transfered out for promotion.
3. The subjects who transfered out for any problem.
4. The subjects who have resign from the post.
5. The subjects who came for deputation more than three months.

Exclusion criteria

1. The subjects who are out of country.
2. The subjects who are on long leave.

Methodology

Methodology is one of the most important tasks of the research activity. If planning the research process is not well conducted it subsequently reflects unreliability and validity in the investigation results. Thus a careful planning of the research method and procedure must be undertaken.

1. Type of study: descriptive Study

It is a fact finding operation researching for adequate information. Generally it is conducted to assess the opinion, or characteristics of a given population and describes the situation and events occurring at present.

2. The purpose of the descriptive study

To identify the characteristics of the group of persons from organization, cities and country etc. The goal of research is to establish the distribution of cases according to the value of the variable under study. Some descriptive studies examines association among variables for reasons other than inferring causality. The reason inference were some times drawn from individual descriptive studies is that it might be conducted from ideas or feeling that

reflect the personality of the individuals.

3. Method of study

In this study, the data collecting instrument was questionnaires. Because the time schedule was limited the questionnaires were constructed according the study questions and consultation of teachers. Some questions were modified for clarification. The questions consisted of demographic data and reasons for turnover in the hospital. The reliability and validity were tested in Kathmandu with experienced, and turnover nurses.

4. Source of information

The information will be collected from the following.

<u>Name of hospitals</u>	<u>Region</u>
1. Bir hospital	Central Development Region
2. Pokhara Regional hospital	Western Region
3. Tribhuvan Smark hospital	Eastern Region
4. Bheri Zonal hospital	Western Region

4.1 Records of graduate nurses from nursing administrative section of hospital

PART 1:

1.1 Records collection form

Hospital records of turnover graduate nurses

from different selected hospitals (1986-1990). Authorized letter is taken from Ministry of Health His Mejestys government of Kathmandu.

1.2 Questionnaires and interview

The instrument were develop to meet the objective of this study. It is measured by means of questionnaires, which require the subjects to indicate the degree of adjust for disliking the various aspects of their reasons. The validity will be tested in Kathmandu, with some expertise. Then the relabliity of this questionnare will be tested with (20-30) turnover graduate nurses, those who working in hospital and private sectors.

PART 2: Demographic profile

The questionnaire consists of items of background data based on the independent variables such as sex, age, religion, ethnicity, marital status, years of experience and position.

PART 3:

It constists of 50 statements under the seven major headings. Out of 50 statements concerned with individual, 18 statements are concerned with supervisor and organization, administration policy and working condition. Statements concerning with individuals opinions are under certain headings.

PART 4:

The questionnaire consists of the viewpoint of the head of nursing administration (Matron) and supervisors for turnover and required changing policies and suggestions.

Validity of content

The content has been validated by seven experteses including statistician from the research department of government.

Reliability

Pilot Stidy:

A study of a small scale of real study programme was used to test how to start on a larger scale, and the amount of work, devotion of time and an estimation of personnel needed to find out what is lacking in the study programme.

First, it was necessary to obtain an authorized letter from Ministry of Health. This letter was delivered to concerned hospital one week prior so it will be ready for collection of data. The graduate nurses records were obtained from nursing administration

After two weeks the ten questionnaire forms for retest were issued to them, and they were asked to answer these questionnaires.

The questionnaires tested were concerned with turnover graduate nurses who were working in Kanti Children Hospital and were issued to find out what statements were unclear and difficult to answer.

Ethical consideration

Every individual has rights towards privacy. Ethical consideration is an important issue. Study results can be good and useful or bad and harmful. The results of this study may vary, and some may be less than that. But this study has two parts, one was the turnover rate of graduate nurses from the hospitals, and second was the reasons for turnover of the graduate nurses from the government hospital to others and government hospital to other sectors.

Risk and benefits

In this study there is no harm or risk for the participants as well as for the hospitals. It concerns the turnover rate of graduate nurses and finding out the reasons for turnover from the government hospital to other hospital and other sector (private). Objectives of the questionnaires were formulated so the nurses could ventilate their opinions and be exposed. The turnover nurses and non turnover nurse have an opportunity to write and express their ideas. They were not allowed to sign the questionnaire. Therefore, this study is more beneficial than

harmful. What ever, they have written, will be protected and kept confidential by the investigator. The investigator will subject for future use a plan for the managers and administrators. On the other hand, the possible risks of this study were that the individual may not expose their reason for turnover in the hospital record. Some hospital directors did not want to expose the hospital records. But they were unable to refuse the order of Ministry of Health.

Protection of participants

In this study, the investigator used confidential information from hospital records and participant view points and was responsible to relate that confidentiality to the hospitals and participants. Another responsibility was to specify the results of this study in terms of useful information to graduate nurses from the hospital and made clear the objectives of this study. Therefore the study was of no harm to graduate nurses as well as the hospital and private sector participants.

Limitation of study

This is a descriptive study about rate and reasons for turnover of graduate nurses from the government hospitals. Therefore the population is all turnover graduate nurses whether they work in government hospital or other sector. To find out the turnover rate, data was

collected from nursing administration from the proposed hospitals from 1986 - 1990. It is not possible to conduct the record of long period. Therefore, the study was conducted within limited variables which were prepared to complete the course within the limit time.

Assumption of this Study

1. The specific person who should assume the responsibility for supervising the staff nurses should be the nursing Manager.

2. The nursing manager of the hospital is the key person of nursing Management of the hospital.

3. The nursing staffs have a great role in patient care.