



TEHRAN UNIVERSITY OF MEDICAL SCIENCES

International Campus

School of Nursing and Midwifery

M.Sc. Thesis

**Investigation the relationship between intention to leave with job satisfaction
and burnout of nurses in selected hospitals in Basra Province, Iraq: 2022-2023**

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Medical Surgical Nursing.

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Abstract:

Background: Job satisfaction can be influenced by various factors, such as pay, benefits, work-life balance, job security, and opportunities for growth and development. Nurses have faced unprecedented challenges in caring for patients and witnessing significant loss, which has taken an emotional toll and contributed to lower job satisfaction levels and high burnout. These issues had not been studied in Iraq until now. Therefore, this study aims to investigate the relationship between nurses' intention to leave, job satisfaction, and burnout.

Methodology: In this cross-sectional study, A total of 238 nurses from 3 hospitals in Basra city of Iraq entered in this cross-sectional study. Data collection tools included a demographic information form, intention to leave, Minnesota satisfaction questionnaire, Copenhagen burnout questionnaire, and 12-Item general health questionnaire. The collected data were analyzed by SPSS-20 software at a significance level of 0.05.

Results: Results showed that the mean score for the sum of intention to leave was 9.69 ± 4.50 . The mean score for intrinsic job satisfaction was 43.6303 ± 7.72455 . The mean score for burnout among the nurses was $64.14, \pm 19.06279$. Job satisfaction had a negative effect on intention to leave (coefficient = 0.021, $P < 0.001$). The higher levels of burnout were associated with an increase in the intention to leave (coefficient = -0.028, $P < 0.001$). Females have a higher intention to leave compared to males (coefficient = -0.299, $P = 0.015$). Nurses working more than 30 hours have a higher intention of leave (coefficient = 0.544, $p = 0.001$).

Conclusion: The results showed that the intention to leave, job satisfaction and burnout of nurses was moderate, although there is a desire to leave among nurses. The results showed that the nurses participating in this study had a intention to leave and lack of satisfaction and burnout that had an effect on their desire to leave work. Reducing working hours, increasing the workforce and considering facilities for women nurses are among the things that should be considered in health policies.

Key Words: Intention to leave, job satisfaction, burnout, Nursing, Iraq