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# **Chronic Fatigue Predicts Hospital Nurse Turnover Intentions**

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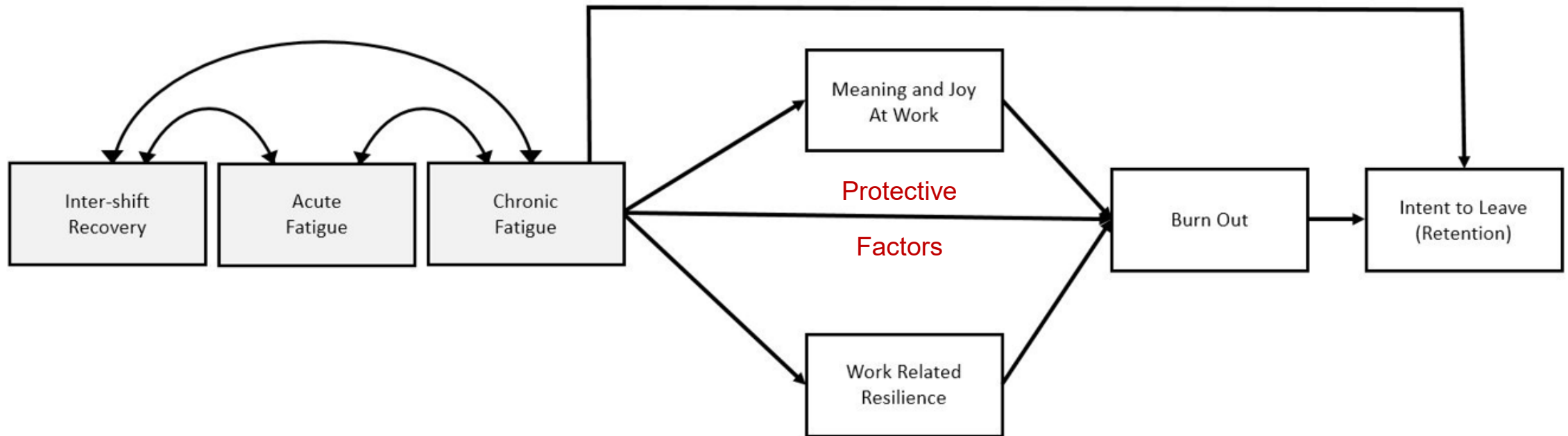
# Purpose

Determine the impact of specific workforce engagement factors on nurse employees' intention to leave the hospital during the COVID-19 pandemic of 2020-21.

# Research Question

Do meaning and joy in work, resilience, occupational fatigue, and burnout predict employee intention to leave during the COVID-19 pandemic of 2020-2021?

# Study Framework: Workforce Engagement Factors Predicting Intention to Leave



# Methods

Cross-sectional correlational study using  
online survey

Nurses employed  $>$  3 months, all settings

# Psychometrically Sound Measures

- Nurse Characteristics
- Meaning and Joy in Work Questionnaire
- Resilience at Work Scale
- Occupational Fatigue (OFER-15): Acute fatigue, Inter-shift recovery, Chronic fatigue
- Burnout – Maslach Burnout Inventory (MBI-HSS): Emotional exhaustion, Depersonalization, Personal accomplishments
- Turnover –Intention to remain in job, **organization**, nursing

# Data Analysis

Descriptive data (aggregate)

Correlations among variables

Path analysis (structural equation modeling technique to investigate patterns of effect within a system of variables)

# Results

Demographics: N=151

- 89% female
- 88% baccalaureate in nursing or higher
- Mean age 45 yrs (range 24-73)
- 68% clinical/staff nurses
- 68% certified
- From all hospital areas

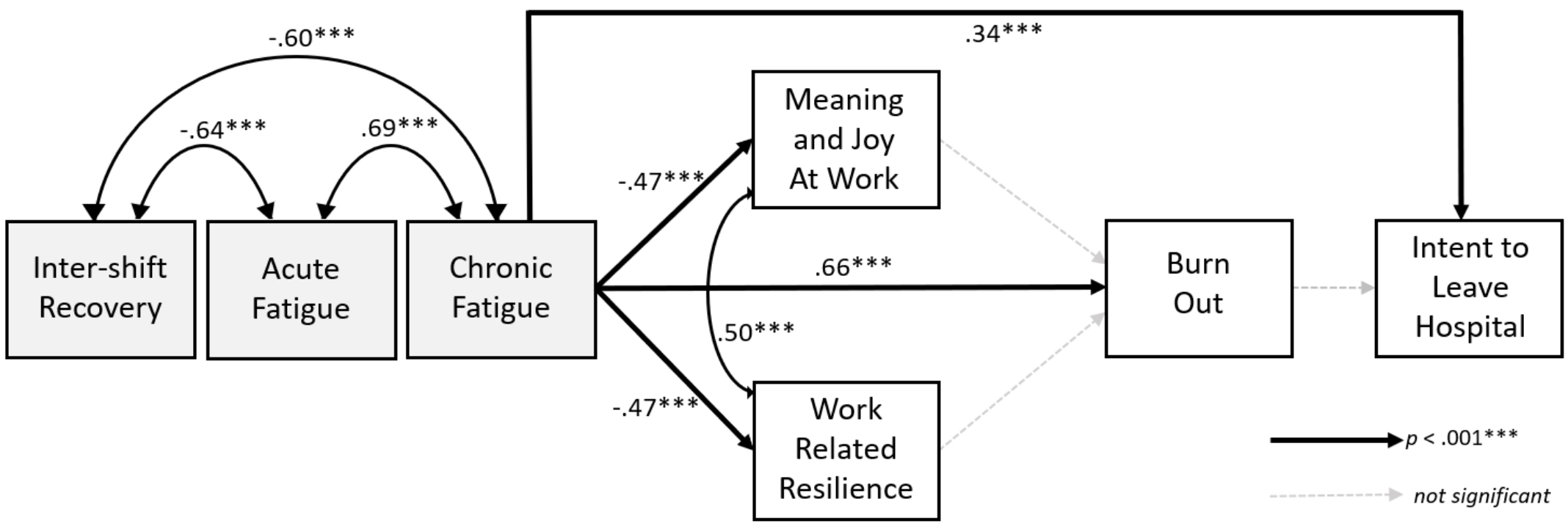
9% indicated they would likely leave their position at SJO within 6-12 months

- 





# Nursing workforce factors predicting intention to leave (using total burnout scores)



# Findings

Chronic occupational fatigue - only significant predictor of turnover intention during the COVID-19 pandemic among hospital nurses in varied roles.

Burnout not predictive of turnover intention *when considered with other study variables*.

↑ chronic fatigue predicted ↓ meaning and joy at work and ↓ work-related resilience.

Meaning and joy at work and resilience (thought to be potentially protective) - not predictive of total burnout *when considered with other study variables*.

# Discussion

Builds on pre-pandemic findings

9% nurses reported intention to leave the hospital within 6-12 months

- ↓ than other studies among nurses
- still alarming... as half of these nurses intend to leave nursing!

In the causal model (all relationships considered at once), **chronic occupational fatigue only significant predictor of intent to leave**

Burnout not predictive of turnover intent but is *related* to turnover intent.



# Publication (accepted after abstract submission)

Rutledge, D. N., Douville, S., & Winokur, E. J. (2022). Chronic fatigue predicts hospital nurse turnover intentions. *Journal of Nursing Administration*, 52(4), 241-247. DOI: 10.1097/NNA.0000000000001139