

Factors Influencing Nurses's Intention to Leave Critical Care Areas

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Aims: To present findings of a systematic literature review looking at factors influencing nurses' intention to leave adult critical care settings.

Background: The shortage of specialist nurses has been an ongoing issue for many decades. Although all areas of nursing are affected, critical care areas are especially vulnerable to recruitment and retention issues. A greater understanding of the factors influencing nurse's intention to leave the critical care environment is required as research in this area is lacking.

Design: Systematic review

Data sources: Databases searched were ; BNI, CINAHL, PubMed, PsycINFO, Embase and Health B Elite. Supplementary searching was performed using the inclusion criteria.

Methods: A broad and systematic search of computerized databases focusing on articles published during 2005–2016 was completed. Papers were critically appraised using a NICE checklist (2012). Data were analysed using Braun and Clarke (2006) thematic analysis.

Results: Fifteen articles met the inclusion criteria. Two main themes emerged from data analysis. These were organisational issues comprising working environment, lack of empowerment and feeling devalued and relational issues which included relationships with colleagues, personal characteristics and end of life care. The literature review highlights the need for further research and greater understanding of organisational and relational issues affecting nurses in a highly skilled environment.

Conclusions: Based on the findings, hospital leaders and managers need to pay attention to the organisational and relational issues causing nurses to leave critical care areas.

References:

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