Occupational stress, job satisfaction and intent to leave: Nurses at the Terengganu tertiary referral hospital

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ABSTRACT

Introduction: Nurses work in high-stress conditions since their primary role is to aid patients who are usually going through a life crisis. This study aimed to investigate the effects of occupational stress and job satisfaction towards intent to leave among nurses in HSNZ. **Methods:** An explanatory design and a cross-sectional survey were used in this study to quantify occupational stress, job satisfaction, and intent to leave. A systematic random sampling procedure was used to choose responders. The survey was conducted from 11 May to 15 June 2023, involving all nurses in the ward. The data was analysed with SPSS 26 and a p-value of 0.05 was considered statistically significant. **Results:** The majority of nurses are between the ages of 26 and 45 (83.9%; n=160), work in shifts (81.6%; n=253), and length of service in the unit between 1 to 9 years (66.8%; n=209). The mean (SD) scores for occupational stress, work satisfaction, and intent to leave were 1.966 (0.425), 3.498 (0.479), and 2.160 (0.873), respectively. A linear regression analysis revealed a moderate relationship between occupational stress, job satisfaction and intent to leave (R=0.536, p=0.001). The R2 regression result demonstrated that occupational stress and job satisfaction contributed 0.287 or 28.7% to intent to leave. **Conclusion:** This study revealed that occupational stress and job satisfaction factors were significant predictors of intent to leave. Management can improve nurses' outcomes and quality of life by detecting the risk of leaving and providing customised action and support, particularly in occupational stress and diverse work cultures.