The relationship among ethical situations, emotional cognitive and turnover intention of hospital nurses

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Abstract. On the professional nurses perform nursing duties, such as in humans it has recently expanded due to the growing role of the nursing profession and the situation in the medical field to participate in important decisions are being increased. The purpose of this study was to investigate the relationship between attempts to take advantage of the degree of practical experience in the field of ethical situations that hospital nurses, cognitive and emotional situation as the basis for the development of interventions and efficient human resource management on the turnover of nurses. Subjects participated in this study was carried out using a structured questionnaire to 154 people. The ethical status of this study was 2.53 ± 0.44 points on the nurse out of 5, emotional, cognitive 3.50 ± 0.55, also showed a turnover of 3.27 ± 0.65 points. Nurse ethical situations, emotional and cognitive turnover showed a positive correlation between both. Also it showed higher degree higher cognitive and emotional situation ethics were situational ethics are included even higher degree of turnover in the Department of Cognitive and emotional subjects. Considering the relevance of the help of the turnover on the basis of the above results is considered that there is a need to seek intervention measures to relieve the situation that the ethical, emotional seat of the nurse.

Keywords: Ethical situations, Emotional cognitive, Turnover intention, Hospital nurses
1 Introduction

Remarkable development of biotechnology and medical technology was causing a new ethical issue such as alienation of humanity, the problem of excessive medical treatment, and distribution of medical resources with the latest medical equipment and technology for the emergence of life extension (Yumyeongsuk, 2006). Accordingly, nurses and occurs when you take into account the ethical and moral issues in a variety of subjective judgment situation, there are increasing cases of intervention. Analysis of the individual for the ethical situation is subjective, assuming that it would be considered an ethical situation because any ethical situations referred to others who are considered to be inappropriate (Marshall & Dewe, 1997). Perceived ethical situations and should be fundamentally understanding of the factors to get the individual is necessarily preceded In making decisions for them. Ethical issues in clinical experiences are lead to turnover and absenteeism, as well as the physical and psychological impact on the individual nurse is eventually socio-economic losses. That working hours or costly and far degraded quality of patient care, such as hospital organization can have serious consequences (Hoglund, Helgesson, & Eriksson, 2010). One of the causes of turnover is extremely diverse and the nursing practice issues, which are the main cause of the shortage of nurses. The most important problem of the high turnover rate is qualitative, quantitative changes in nursing. The turnover act because it can directly appear even act as a negative element in the organization, there is a degree of separation is strong turnover also organization that has the faithful in their duties the organization's stance also turnover in the turnover managed over analysis and management of has the significance. (Kimhyeongja, 2007). This study investigated the moral anguish and areas of ethical situations, emotional cognitive level of nurses and to identify the relevance of helping turnover to serve as the basis for the intervention program developed and efficient human resource management on the turnover of hospital nurses the present study attempts.

2 Method

2.1 Study Design

Ethical situation in the design of this study is one hospital nurse, a cognitive and emotional narrative research the degree of separation using a questionnaire to identify.

2.2 Research Subjects

The subjects were non-probability convenience sampling of researchers. Accessible to be sampled nurses working in teaching hospitals when S H material by extraction using a G * power on the sample can be calculated by multiple regression analysis method to determine the adequacy of the sample size, F test significance level of 0.05, statistical power of 90%, the effect size (given by the regression analysis) when
compared to 111 people sample size is calculated to be 0.15 in the sample of patients study 154 is determined to be sufficient.

2.3 Research Tools

2.3.1 Ethical Situations

Measuring tool is Yumyeongsuk (2003), and the development of moral anguish (Moral Distress). Situational area, cognitive domain, the behavioral domain, affective domain consists of four sub-regions. Hansujeong (2012) were selected for analysis of situational factors in the study area based on the results of the modified tools was used by security. Ethical situations region total means the nursing situation implies a moral issue with 30 items and five sub-factors, namely, negative medical act 12 items, negative Nursing Act 12 questions, the patient's autonomy, respect for lack fourth question, the heavy financial burden 4 questions, unreasonable administrative organization consists of three questions. Each question is 'not at all' one point from "Strongly agree" and 5 points to likert 5-point scale, with higher scores in the top 5 at the lowest point means that high ethical situation. The reliability of this tool is found to Cronbach's alpha .921.

2.3.2 Emotional Cognitive

Measurement tools are Yumyeongsuk (2003) The moral anguish development (Moral Distress), consists of a situational areas, cognitive domain, the behavioral domain, emotional deduce the four sub-regions. Hansujeong (2012) were selected for analysis of situational factors in the study area based on the results of the modified tools was used by security. Emotional cognitive domain was composed of 13 questions shows negative emotional responses. Each question is 'not at all' one point from "Strongly agree" and 5 points to likert 5-point scale, with higher scores in the top 5 at the lowest point means that high cognitive and emotional. The reliability of this tool is found to Cronbach's alpha .907.

2.3.3 Turnover Intention

Employees have to leave your current job is prudent to leave the organization with the intent and thoughtful thinking (Tett & Meyer, 1993). Cheonsundeok (2005), after verifying the content validity of the questionnaire carried out a preliminary investigation with the hotel workers to hospital nurses with five tools were used by the security fixes. The reliability of the tool was with Cronbach's alpha .83.

2.4 Data collection methods and ethical considerations

Submit a research proposal for a research and clinical trials conducted in the
committee's Hospital researchers who belong to the ethical consideration of the person prior to the start of research (Institutional Review Board) approval was received to review the results. (Authorization: IRB No. 2013-03-22) Data collection was conducted from May 27 to May 20, 2013.

In this study, in order to protect the study subjects got involved in verbal and written consent before collecting data for all subjects. Explain the purpose of the study and can withdraw your participation at any time, penalties that study participation reject or accompanied by a withdrawal is not, collected data and analysis results into academic purposes only accept content that guarantees anonymity to those used It was obtained.

3. Results.

3.1 The general characteristics of the subjects

The mean age was 26.27 ± 3.82 Vertical appeared were academic background was 100 patients (64.9%) The Bachelor, Bachelor of more than 54 people (35.1%) of all subjects. Religion 80 people (51.9 percent) were that the majority of unmarried marital status was the subject 144 with unmarried persons (93.4%). This tour is less than one year, 16 patients (10.4%), 1-3 years less than 63 people (40.9%), 3-5 years is less than 39 (25.3%), more than 5 years 1 to 36 (23.4) to 3 years it is less than accounted for the largest number, followed by the order of less than 3-5 years. The question asks whether the nurse was found to have a significant number that 130 people (84.4%) have a professional nurse. Expected period of employment will soon have 69 people to quit (44.8%), will go a long appeared to be occupying a large number of subjects are equally subjects Otherwise, even with the turnover of 85 patients (55.2%). Asked to choose a nursing college in question are motivated to be able to help others accounted for the largest number, 85 patients (55.2%).

3.2 Subjects of ethical situations, emotional awareness, degree of turnover intention

Subjects of ethical situations, the result of examining the degree of emotional perception and turnover is as follows: Ethical situation 2.53 ± 0.44 out of 5, emotional, cognitive 3.50 ± 0.55, also showed a turnover of 3.27 ± 0.65 points. Looking at the ethical situation five sub-area scores, it was observed adverse Care Act is the highest with 2.73 ± 0.57 points, medical negative behavior 2.56 ± 0.52, a heavy economic burden 2.47 ± 0.56, patient autonomy, respect for the lack 2.46 ± 0.60, irrational organization the lowest administrative 2.27 ± 0.56 points.

3.3 Ethical situations in accordance with the person’s general characteristics, emotional awareness, the difference between turnover intentions

Ethical situations in accordance with the general characteristics of the subjects were in the age 2.48 ± 0.43 points. The Bachelor of Education is 2.45 ± 0.43 points, bachelor's or higher was higher by 2.52 ± 0.44 more points. Religion showed a little
lower than the 2.45 ± 0.44 point to no higher than that marital status is married to 3.84 ± 0.12 points in singles. This tour is less than one year 2.28 ± 0.43 was the lowest point appeared to more than five years appears to 2.57 ± 0.44 points was the highest. Nurse is 2.44 ± 0.40 point, if not, if you got a show to 2.48 ± 0.44 points higher employment period is expected to soon be quitting is 2.50 ± 0.43 points score slightly higher ethical situations.

Nursing can help to select motivated lowest to the highest point in 2.50 ± 0.40 2.39 ± 0.60 that is no guarantee of employment after graduation others. Cognitive and emotional age of the subjects of the general characteristics appeared to 3.50 ± 0.55 points. The Bachelor of Education is 3.54 ± 0.54 points, bachelor's or higher was lower by more than a Bachelor of 3.44 ± 0.56 points. Religion was found slightly higher than the 3.53 ± 0.55 points to none that marital status is higher than 3.62 ± 0.60 points in singles as married. This tour less than one year 3.62 ± 0.42 points to the highest appeared less than 3-5 years was 3.45 ± 0.53 points to the lowest. Nurse is higher than the expected period of employment will quit soon if that point is not as 3.56 ± 0.35 3.51 ± 0.48 points, would go a long time did not show a significant difference in 3.50 ± 0.60 points. Nursing select whether the motivation is the advice of family and friends to the highest point is 3.55 ± 0.40 3.48 ± 0.52 guarantee of employment after graduation showed the lowest point emotionally. Also the turnover of the participants of the General appeared in the age 3.27 ± 0.65 points. The Bachelor of Education is 3.31 ± 0.61 points, bachelor's or higher was lower as compared to the Bachelor of 3.19 ± 0.72 points. Religion was not significantly different is 3.26 ± 0.62 and 3.27 ± 0.69 points with no point higher than that marital status is married to 3.28 ± 0.65 points in unmarried. Turnover in the tour is also less than 3.08 ± 0.66 3.33 ± 0.73 points from the highest point in less than 1 year 3-5 years showed the lowest. The period of employment was lower than expected when the nurse is not that the case with 3.12 ± 0.61 point will be placed soon enough would go along with a 3.25 ± 0.61 points. 3.28 ± 0.68 points lower than the turnover intention was low. Nursing select the highest motivation to 3.80 ± 0.74 points is no guarantee of employment after graduation, the advice of family and friends point to 2.99 ± 0.60 in the lowest degree of turnover showed a statistically significant difference.

3.4 Ethical situations, cognitive and emotional relationship between turnover intentions

Turnover degree of care nurses are negative act, (r = 1.00), unreasonable administrative organization (r = .65), negative Nursing Act ((r = .64), lack of respect for patient autonomy ((r = .62), heavy economic free ((r = .58), emotional that ((r = .26) both showed a positive correlation

4 Conclusions

This study is ethical situation, cognitive and emotional description to identify the degree of separation between investigations and research in one hospital nurse. One hospital nurse is targeting 154 people since May 20, 2013, the analysis of the data
obtained by conducting a survey to 27 days study. The collected data were analyzed using the SPSS 18.0 statistics program. Research results of the turnover in accordance with the general characteristics are significantly lower than the Bachelor Bachelor or higher. Marriage is higher in unmarried partner, in less than a year showed the lowest. Nursing select the highest motivation be guaranteed employment after graduation, family and friends are invited magnetic field decreases in turnover also it showed a statistically significant difference. An ethical situation that nurses perception, cognition and emotional help of the turnover was found that shows a positive correlation. Also was higher even higher, cognitive and emotional situational ethics, a higher degree of turnover is higher situational ethics and the degree of cognitive and emotional subjects. Nurses consider the ethical status of the relevance of the turnover of help based on the above results; it will have to seek the intervention plan for cognitive and emotional relief. Since this study is cross-sectional research has limitations of lack of causality between the major factors which, since generalized to target one hospital nurse has limitations.

Reference

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