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Abstract

Purpose: To assess the extent to which nurses working in tertiary health institutions in Edo State intend to quit their job and the potency of their categorical data

Methodology: The study conducted a cross-sectional study design. A proportionate stratified simple random sampling technique was used to recruit 326 participants from selected tertiary health institutions in Edo State. Participants with less than one year of employment and those unavoidably absent during the period of the study were not assessed. Data was collected through the use of self-administered questionnaires, while Statistical Package for Social Science (SPSS) version 25 was utilized for the analysis and the Chi-Square test for hypotheses. The inferential statistics was presented in tables.

Findings: Out of the 326 questionnaires administered, 310 were completely filled out,

returned, and analysed. The study revealed that majority of the respondent expressed moderate level (26.9%) of intent to quit, and there was no significant relationship between the categorical variables (cadre, Nursing qualification, and gender) and intent to quit except for marital status (P.value 0.001), which shows a significant relationship.

Recommendations: The theory of organisational equilibrium requires consistency between the contributions and incentives of employees and those of the organisation. Therefore, having a moderate level of intent to quit among nurses is not a guarantee that a golden opportunity from another hospital within or outside the country will not make them quit. So, it is recommended that the hospital management improve nurses' welfare and ensure a nurse-friendly environment.

Keywords: *Intent to Quit, Nurses, Tertiary Health Institutions*

1.0 INTRODUCTION

Globalisation has made information about every nation accessible, whereas industrialization has increasingly led to a demand for skilled workers. These, however, encouraged the migration of intellectuals and skilled workers from underdeveloped and developing nations to developed regions of the globe at a cheaper cost, leading to an unavoidable shortage of manpower in those nations (Okafor & Chimereze 2020).

Intent to quit could be an individual's conscious thought of leaving an institution or group for reasons best known to the individual. It is an employee's idea to leave his current place of work for another in the near future. (Ayalew & Workineh, 2020; Worku, et al, 2019). It can also be seen as leaving one setting for another (Omisakin, 2016). It is the premeditated act of leaving an organisation or profession (Leodoro et al., 2018) for another. This movement can be within the country or from one country to another (Okafor & Chimereze, 2020; Raufu, 2020). It is a desire to stop being an employee in a given organisation (Treglown, et al , 2018). The desire to quit starts as a psychological and emotional withdrawal that eventually leads to actual turnover (Omar, et al , 2015).

Studies show that Nigerian nurses are the largest African nation employed in Organisation for Economic Co-operation and Development (OECD) countries (Fagbite, 2018). The continuous aspiration and the actual migration for greener pastures have led to Nigeria losing approximately seven thousand nurses to other nations, especially the western world, within 2021 (Agborh, 2021). Between 2019 and 2020, Lagos State alone had 200 nurses quit the Lagos State University Teaching Hospital (LUTH) and about 80 left the primary health board (Alabi, 2022).

Literature revealed that the majority of the nurses quitting their jobs are younger, and they do so within five years of employment (Abubakar, et al, 2014), and about 13% of them find their way outside Nigeria (Okafor & Chimereze, 2020) for a better-paying nursing job, contrary to the United States, where older nurses are quitting, especially when faced with continuous stress (Mazurenko, et al, 2015), whereas the Omar et al. (2015) study revealed that older Malaysian nurses tend to stay than the young ones. However, about 2 percent of American nurses indicated an interest in leaving their profession due to COVID-19 impact (Rosa and Fitzpatrick, 2021); 80 percent of nurses left the profession in Europe due to individual and occupational factors (Sharififard *et al.*, 2019); and 60.9% planned to leave their work within a year (Masum *et al.*, 2016). The availability of space, ease of the migration process, higher monetary value, better health, and better livelihood may be the reasons for foreign nurses', including Nigerians', emigration.

Factually, it has been suggested that organisations cannot operate flawlessly without their personnel sharing their commitment with the organisation (Ndubuisi & Makata, 2022). Since nurses role in health care cannot be undermined, it is essential that nurses are available to care for those in need of health care (Mogale, et al , 2015). In addition, when nurses expectations are not forthcoming, the tendency to leave becomes high. This migration calls for urgent attention (Alilu, et al , 2017) by policy-making bodies and the government before we lose prudent nurses to sister institutions and nations. Therefore, it becomes stringent to assess nurses' intent to quit in tertiary health institutions in Edo State and the relationship with the categorical data.

It may interest you to note that while the developed nations sustained their healthcare system by opening their borders for foreign nurses, the developing and undeveloped nations seem to wallow in a dilapidated health care system, which may be chiefly attributed to the incessant emigration of

nurses, creating lopsidedness in the health care system globally. To ensure stability in the global health care system, the world health organisation (WHO) put up a bottleneck for healthcare workers by enumerating some countries as red and amber (WHO 2023). This implies that nurses and doctors from the listed countries should not be employed internationally. The likely downside of this list is that it will suffocate the intent of healthcare professionals who want to leave their country for a greener pasture.

The most important theory on purpose to quit or stay in an institution is the theory of organisational equilibrium (Ngo-Henha, 2018). The concept of equilibrium usually refers to the stability of necessary variety. The theory therefore relates to the requirement for consistency between the contributions and incentives of employees and those of the organisation. It is possible to deduce that the desire to stay increases as stability and incentive over input efficacies improve, whereas the contrary promotes the intent to depart.

2.0 METHODOLOGY

A cross-sectional study design was adopted to survey nurses in Irrua Specialist Teaching Hospital, Irrua, and the University of Benin Teaching Hospital, Benin City, Edo State, Nigeria, for their intent to quit within a period of six weeks using an adapted questionnaire. The sample size was 326; however, a proportionate stratified and simple random sampling technique was used to collate 310 completely filled and returned questionnaires. Exclusive criteria were nurses that were unavoidably absent and those below one year of employment at the time of this study. Consenting participants were administered questionnaires. Descriptive and inferential statistics were used for the analysis. Statistical Package for Social Science (SPSS) version 25 was used to analyse the collated data and the results presented in tables, while the Chi-Square test was used to test the hypotheses in this study at a statistical significance of 0.05 (P-value).

3.0 FINDINGS

Out of 326 questionnaires distributed, 310 were duly filled out and returned, and the following are the analysis results in tables:

Table 1: Demographic Data of the Nurses (n = 310)

Item		Frequency	Percentage
Institution	LAST	144	46.5
	BATH	166	53.5
Gender	Male	41	13.2
	Female	269	66.8
Marital Status	Single	69	22.3
	Married	236	76.1
	Divorced/Separated	1	0.3
	Widow	3	1.0
	Widower	1	0.3
Cadre	NOII	62	20.0
	NOI	35	11.3
	SNO	66	21.3
	PNO	40	12.9
	ACNO	39	12.6
	CNO	43	13.9
	ADN	22	7.1
	DDNS	3	1.0
Academic Qualification	RN/RM	106	34.2
	RN+Post Basic	57	18.4
	BNSc	133	42.9
	PGD/MSc	13	4.2
	PhD	1	0.3

Among the 310 participants who filled out and returned their questionnaires, the majority, 166 (53.5%), were from UBTH, and 144 (46.5%) were from ISTH. Male respondents numbered 41 (13.2%), while female respondents numbered 269 (66.8%). The analysis based on marital status revealed that 69 (22.3%) were single, 236 (76.1%) were married, and 3 (1.0%) were widows, while divorced/separated and widowers were 1 (0.3%) each. By cadre, 62 (20.0%) of the respondents were NOII, 35 (11.3%) were NOI, 66 (21.3%) were SNO, 40 (12.9%) were PNO, 39 (12.6%) were ACNO, 43 (13.9%) were CNO, 22 (7.1%) were ADN, and 3 (1.0%) were DDNS. In terms of academic qualification, 133 (42.9%) of the respondents had a BNSc, 106 (34.2%) had an RN/RM, 57 (18.4%) had an RN+Post Basic, and only 1 (0.3%) had a PhD in nursing.

Inferential Statistics

Table 2: Assesses the Extent to Which Nurses Working in Tertiary Health Institutions in Edo State Intend to Quit

S/ N	Items	1 Freq. (%)	2 Freq. (%)	3 Freq. (%)	4 Freq. (%)	5 Freq. (%)
1	To what extent is your current job satisfying your personal needs?	14(4.5)	28(9)	73(23.5)	120(38.7)	75(24.2)
2	To what extent does your current job hurt your health?.	23(7.4)	13(4.2)	92(29.7)	103(33.2)	79(25.5)
3	To what extent does the “fear of the unknown”, prevent you from leaving your job?.	27(8.7)	25(8.1)	68(21.9)	86(27.7)	104(33.5)
4	To what extent do the benefits associated with your current job prevent you from leaving your hospital?	17(5.5)	24(7.7)	86(27.7)	81(26.1)	102(32.9)
5	To what extent do responsibilities prevent you from leaving your hospital?	19(6.1)	33(10.6)	88(28.4)	73(23.5)	97(31.3)
6	To what extent will you accept another job at the same compensation level from another health institution if offered to you?	34(11)	36(11.6)	76(24.5)	64(20.6)	100(32.3)
7	To what extent do you look forward to another day at work?	28(9)	29(9.4)	116(37.4)	70(22.6)	67(21.6)
8	How often are you frustrated when not given the opportunity at work to achieve your personal work-related goals?	23.14(7.45) 44(14.2)	26.85(8.65) 18(5.8)	85.6(27.6) 103(33.2)	85.29(27.5) 103(33.2)	89.14(28.8) 42(13.5)
9	How often do you dream about getting another job that will better suit your personal needs?	118(38.1)	47(15.2)	73(23.5)	41(13.2)	31(10)
10	How often have you considered leaving your job?	82(26.5)	35(11.3)	68(21.9)	66(21.3)	59(19)
		81.33(26..26)	33.33(10.76)	81.33(26.2)	70(22.57)	44(14.17)
	Total	52.2(16.86)	30.1(9.71)	83.47(26.9)	77.65(25.04)	66.57(21.49)

1=To no extent, 2=To a small extent, 3= Moderate extent, 4= To a Large extent 4, 5=To a very large extent

The majority 83.47 (26.9%) of the participants claimed moderate extent, 77.65 (25.04%), large extent, 66.57 (21.49%), very large extent, 52.2 (16.86%), no extent, and 30.1 (9.71%), respectively.

Hypotheses:

H₁: There is no significant relationship between gender and intent to quit among nurses working in tertiary health institutions in Edo State

Table 3. Gender versus Intent to quit Cross Tabulation

		Intent to Leave					χ^2	P-value	Remark	
		No extent	Small extent	Moderate extent	Large extent	Very large extent				Total
Gender	Male	3 (1.0)	9 (2.9)	24 (7.7)	5 (1.6)	0 (0.0)	41 (13.2)	6.39	0.172	Accepted
	Female	7 (2.3)	100 (32.3)	140 (45.2)	20 (6.5)	2 (0.6)	269 (86.8)			
Total		10 (3.2)	109 (35.2)	164 (52.9)	25 (8.1)	2 (0.6)	310 (100.0)			

Significant at 0.05 P-value

Table 3 shows no significant relationship between gender and intent to leave among nurses working in tertiary health institutions in Edo State. Hence, the null hypothesis was accepted.

H₂: There is no significant relationship between marital status and intent to quit among nurses working in tertiary health institutions in Edo State

Table 4: Marital status versus Intent to quit Cross Tabulation

		Intent to Leave					χ^2	P-value	Remark	
		No extent	Small extent	Moderate extent	Large extent	Very large extent				Total
Marital status	Single	3 (1.0)	25 (8.1)	37 (11.9)	3 (1.0)	1 (0.3)	69 (22.3)	38.39	0.001	Not Accepted
	Married	7 (2.3)	84 (27.1)	125 (40.3)	19 (6.1)	1 (0.3)	236 (76.1)			
	Divorce/Separated	0 (0.0)	0 (0.0)	1 (0.3)	0 (0.0)	0 (0.0)	1 (0.3)			
	Widow	0 (0.0)	0 (0.0)	0 (0.0)	3 (1.0)	0 (0.0)	3 (1.0)			
	Widower	0 (0.0)	0 (0.0)	1 (0.3)	0 (0.0)	0 (0.0)	1 (0.3)			

Significant at 0.05 P-value

There was a significant relationship between marital status and intent to quit among nurses working in tertiary health institutions in Edo state. Hence, the null hypothesis was rejected.

H₃: There is no significant relationship between cadre and intent to quit among nurses working in tertiary health institutions in Edo State

Table 5: Cadre versus Intent to quit Cross Tabulation

		Intent to Leave					χ^2	P-value	Remark	
		No extent	Small extent	Moderate extent	Large extent	very large extent				Total
Cadre	NOIR	4 (1.3)	26 (8.4)	31 (10.0)	1 (0.3)	0 (0.0)	62 (20.0)	27.904	0.470	Accepted
	NOI	0 (0.0)	11 (3.5)	19 (6.1)	4 (1.3)	1 (0.3)	35 (11.3)			
	SNO	2 (0.6)	23 (7.4)	33 (10.6)	7 (2.3)	1 (0.3)	66 (21.3)			
	PRO	0 (0.0)	7 (2.3)	29 (9.4)	4 (1.3)	0 (0.0)	40 (12.9)			
	ACNE	2 (0.6)	18 (5.8)	18 (5.8)	1 (0.3)	0 (0.0)	39 (12.6)			
	CNO	1 (0.3)	14 (4.5)	22 (7.1)	6 (1.9)	0 (0.0)	43 (13.9)			
	AND	1 (0.3)	9 (2.9)	10 (3.2)	2 (0.6)	0 (0.0)	22 (7.1)			
	DDNS	0 (0.0)	1 (0.3)	2 (0.6)	0 (0.0)	0 (0.0)	3 (1.0)			

Significant at 0.05 P-value

There was no significant relationship between cadre and intent to leave among nurses working in tertiary health institutions in Edo state. Hence, the null hypothesis was accepted.

There is no significant relationship between Nursing qualification and intent to quit among nurses working in tertiary health institutions in Edo State.

Table 6: Nursing Qualification versus Intent to Quit Cross Tabulation

		Intent to Leave					χ^2	P-value	Remark	
		No extent	Small extent	Moderate extent	Large extent	very large extent				Total
Nursing qualification	RN/RM	3 (1.0)	45 (14.5)	53 (17.1)	5 (1.6)	0 (0.0)	106 (34.2)	25.81	0.057	Accepted
	RN+Post Basic	4 (1.3)	13 (4.2)	33 (10.6)	7 (2.3)	0 (0.0)	57 (18.4)			
	BNSc	3 (1.0)	46 (14.8)	72 (23.2)	10 (3.2)	2 (0.6)	133 (42.9)			
	PGD/MSc	0 (0.0)	5 (1.6%)	6 (1.9)	2 (0.6)	0 (0.0)	13 (4.2)			
	PhD	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.3)	0 (0.0)	1 (0.3)			

Significant at 0.05 P-value

Table 6 reveals no significant relationship between academic qualification and intent to leave among nurses working in tertiary health institutions in Edo State.

4.0 DISCUSSION, CONCLUSION AND RECOMMENDATIONS

Discussion

The study revealed that the majority of the participants working in the tertiary health institutions in Edo State had a moderate degree of intent to quit. This suggests that the nurses may eventually leave someday if the climatic nature of their job is not adjusted, or the other way around. The moderate-to-quite outcome could also be attributed to the fear that a new workplace ambience may not be as pleasing as the present, hence the "fear of the unknown" inhibiting the some of the nurses from quitting. These findings varied with Gebregziabher *et al.* (2020) and Mazurenko *et al.* (2015), whose studies revealed high intent to quit their place of work and their job.

The study also revealed that 16.86% of the participant do not wish to quit their job because they do not expect getting a job that will better suit their personal needs. This suggests this group of nurses wants to remain with their present health organisation and continue with their career. This finding is similar to that of Atitsogbui and Amponsah-tawiah (2019) and Sherififard *et al.* (2019) whose findings show that nurses are not ready to quit their profession or job. It can also be inferred that 53.47% of the respondent have intention to stay in the profession, perhaps they foresee positive changes in the nursing profession and nursing in Nigeria; better still, the likeness of their profession (Ayalew *et al.*, 2020; Worku *et al.*, 2019; Atitsogbui *et al.*, 2019). On the contrary, 46.53% wish to quit because they get frustrated when they are not given the opportunity to achieve their work-related goals and their current job affect their health.

Concerning the test of hypotheses, the result showed P value of 0.172 between gender and intent to leave that is, there is no significant relationship between gender and intent to leave among nurses working in tertiary health institutions in Edo State. This implies that being male or female does not influence nurses' decisions on the place of work (Leodoro *et al.*, 2018) or leaving the profession (Ayalew & Workineh, 2020). This finding is inconsistent with Masum *et al.* (2016) and Abubakar *et al.* (2014), whose studies revealed male nurses have a higher intent to quit their jobs than their female coworkers. Men are known to seek places with higher pay, and other forms of personal need to be able to put food on the table; hence, the need to seek greener pastures. Women are known to be content with what they have, although in the contemporary world where women play the dual role of putting food on the table and nurturing, they may presently be leaving their job for another if the chances of meeting their expected goal are daisy.

The study revealed a significant relationship between marital status and the intent to quit among nurses working in tertiary health institutions in Edo State with a P value 0.001. This suggested that marital status—single, married, divorced, widowed, or widower—was a powerful determinant of intent to quit. Being a female-dominated profession, at the time most of the respondents employed by UBTH and ISTH came in single, and after getting married, those with husbands far from their place of work sought to leave and migrate to another hospital close to their husband. This finding does not corroborate Kim & Moon (2021), Omar *et al.* (2015), and Mazurenko (2015), whose respondent data analysis shows that there is no significant relationship between marital status and intent to quit.

The result of the study indicated that there is no significant relationship between cadre and intent to quit among nurses working in tertiary health institutions in Edo State P value 0.470. This implies

the intent to quit is not influenced by nurses' level at work. All the same majority (26.9%) of the nurses across the cadre expressed a moderate extent of intent to quit. These findings show that the respondents like their jobs. Despite the likeness, it is not enough to retain them in that institution when a better offer suffices. Since there is no study examining the same relationship, comparison with other studies is not attainable.

In terms of nursing qualification relationships, the study shows that there is no significant relationship between academic qualification and intent to quit among nurses working in tertiary health institutions in Edo State P value 0.057. The nurse also expressed moderate intent to quit, demonstrating that their educational level has nothing to do with their decision to quit or stay in the profession or workplace. This study is in agreement with Omar *et al.* (2015). Conversely, the result varied with Kim and Moon (2021), whose respondents with diplomas in nursing showed higher intent to quit, and Masum *et al.* (2016), whose results showed inconsistency among diploma, bachelor's, and master's degree holders, with the master's holders having a higher inclination to quit.

Conclusion

The rate at which nurses are leaving one hospital for another, either within or outside Nigeria, has generated many questions about whether one has the intention to quit. Hence, the need to assess the intent to quit among nurses in Edo State. In general, it can be concluded from this study that nurses had a modest intent to quit and marital status is the only potent variable among the demographic data expounded by nurses in Edo State tertiary health institutions. This implies nurses liking their job and profession, and if the government and hospital management can make the organisational climate more conducive, it will go a long way in retaining the best hands lost to sister hospitals and countries.

Recommendations

Regarding the outcome of the study and the fact that the study took place only in Edo State, although the teaching hospital serves as a referral centre for Edo State and her neighbouring states, As such, the finding cannot be generalized; hence, it is recommended that

First, the study should be carried out in the geopolitical zones of Nigeria to compare nurse turnover.

Secondly, ensure the necessary equipment required to have a stress-reducing climate during work is put in place.

Thirdly, the hospital and policymakers should put up policies that are nurse-friendly to promote satisfaction and intent to stay among nurses.

Conflict of Interest Statement

The authors of this paper declare that there have been no conflicts of interest.

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