

## ADDRESSING THE ISSUE OF NURSES LEAVING BEDSIDE JOBS WITH REASONS

By

KASHIF KHAN \*

ANNY ASHIQ ALI \*\*

\* Hayatabad Institute of Medical Sciences, Peshawar, Pakistan.

\*\* Ziauddin University faculty of nursing and midwifery, Karachi, Pakistan.

<https://doi.org/10.26634/jnur.14.2.20950>

Date Received: 02/07/2024

Date Revised: 17/07/2024

Date Accepted: 01/08/2024

### ABSTRACT

*Most nurses are becoming increasingly frustrated and are suffering from various psychological conditions that lead to depression and stress within society. This is happening for many reasons, but this paper focuses on the "social image of nursing," the "culture and structure of bedside care," and the "burden on nurses." The issues of concern include the "social image of nursing" and the "culture and organization of bedside care," which are identified as contextual variables influencing nurses to leave bedside jobs. Disappointment with the therapy experience and a perceived lack of progress or development were the top psychosocial concerns. Steps were taken toward competence and self-control, but these factors, combined with interventional situations, resulted in a loss of professional dedication and a desire to leave bedside nursing. This reflects the "failure to reconcile personal and organizational expectations: on the lookout for an exit."*

*Keywords: Nursing Image, Bedside Jobs, Burden on Nurses, Psychological Conditions, Therapy Experience, Interventional Situations, Professional Dedication.*

### INTRODUCTION

Nurses in Pakistan are increasingly experiencing psychological distress and job dissatisfaction, leading to depression and stress. The social image of nursing and the culture and organization of bedside care are identified as key contextual variables influencing nurses' decisions to leave bedside jobs (Alilu et al., 2017). Many nurses are becoming more frustrated each day, suffering from various psychological conditions that contribute to depression and stress within society. This paper focuses on the "social image of nursing," the "culture and structure of bedside care," and the "burden on nurses" (Chiu, 2021).

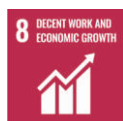
Key issues of concern include the "social image of

nursing" and the "culture and organization of bedside care," both identified as contextual variables influencing nurses to leave bedside jobs. Disappointment with therapy experiences and a perceived lack of progress or development were the participants' top psychosocial concerns. These individuals took steps toward competence and self-control, however, these factors, combined with interventional situations, resulted in a loss of professional dedication and a desire to leave bedside nursing. This reflects a "failure to reconcile personal and organizational expectations: on the lookout for an exit" (Alilu et al., 2017).

The societal perception of nursing plays a crucial role in job satisfaction. Nurses face social dilemmas and a lack of respect, leading to frustration and a desire to leave the profession. Improving the social image of nursing through multiple sources of branding and public recognition is essential.



This paper has objectives related to SDGs



The culture and organization of bedside care are significant factors in job dissatisfaction. Disappointment with therapy experiences and a perceived lack of progress are major psychosocial concerns. While nurses strive for competence and self-control, interventional situations can lead to a loss of professional dedication (Alilu et al., 2017).

## 1. Literature Review

Alilu et al. (2017) examined the development process of the intention to leave bedside nursing. The study, conducted using the grounded theory method, involved 21 nurses who were interviewed through semi-structured interviews. Data analysis followed the constant comparative method of Corbin and Strauss. The participants identified competence and self-control processes as steps they undertook. These factors, combined with certain interventional conditions, led to a loss of professional commitment and a desire to leave bedside nursing. The study's findings offer valuable insights into the needs of nurses to prevent the intention to leave bedside care. Recognizing this process can aid in identifying emerging issues and providing solutions.

Chen et al. (2019) explored the impact of the patient-nurse ratio on nurses' intention to leave, focusing on the mediating roles of burnout and job dissatisfaction. The study analyzed data from two pooled cross-sectional surveys conducted in 2013 and 2014. Findings revealed that higher standardized adjusted patient-nurse ratios (ADPNRs) were associated with increased levels of personal burnout, client-related burnout, and job dissatisfaction, all of which contributed to a higher intention to leave the current job. The results underscored the importance of establishing appropriate patient-nurse ratio standards, using personal burnout, client-related burnout, and job dissatisfaction as key indicators.

Chiu (2021) addressed the gap between the normative calls for nurses to engage in political action and advocacy and the limited theoretical support available for such practices in nursing. Utilizing Walt and Gilson's Health Policy Triangle Framework, the paper delved into the theoretical foundations of policy advocacy to bolster

nursing's role in promoting social justice. The discussion emphasized the types of nursing and policy knowledge and perspectives needed to comprehend policy content, contexts, processes, and actors.

Duvall and Andrews (2010) conducted an integrative literature review, searching databases including CINAHL, PubMed, Academic Search Premier, Medline, and PsychInfo. The review focused on studies from the United States, published in English between 2000 and 2007. The findings identified several reasons for nurses leaving hospital practice: management issues, job design, job stress, physical demands, and insufficient support for new nurses. Educational challenges included a lack of qualified faculty and clinical sites, limiting the number of students accepted into nursing programs. These issues can be addressed, and changes can be implemented. Immediate action is necessary to maintain an adequate supply of bedside nurses.

## 2. Burden on Nurses

The patient-nurse ratio significantly affects nurses' workload, burnout, and job satisfaction. Studies have shown that increased patient-nurse ratios are associated with higher levels of personal burnout, client-related burnout, and job dissatisfaction (Chen et al., 2019). This burden is a major reason for nurses leaving bedside jobs. Nurses leave hospital practice due to managerial concerns, job design, job stress, physical challenges, and a failure to foster young nurses. Education concerns include a shortage of skilled faculty and clinical sites, which limits the admission of additional students (Duvall & Andrews, 2010).

Statistics indicate a high turnover rate among nurses in Pakistan, with many leaving the profession due to job dissatisfaction and psychological distress. The average daily patient-nurse ratio (ADPNR) in many hospitals exceeds recommended levels, leading to increased burnout and job dissatisfaction.

## 3. Proposed Interventions

Immediate action is required to address the psychological conditions and job dissatisfaction among nurses in Pakistan. Proposed interventions include:

- Improving the social image of nursing through public recognition and branding.
- Reducing the burden on nurses by hiring more staff and improving patient-nurse ratios.
- Establishing district-level nurse representatives to address local issues and provide support.
- Addressing managerial and educational concerns to retain nurses in hospital practice.

The proposed interventions are based on the Job Demands-Resources (JD-R) model, which emphasizes the balance between job demands and resources. By reducing job demands (e.g., patient-nurse ratio) and increasing job resources (e.g., social recognition, support), job satisfaction can be improved and burnout among nurses reduced.

In healthcare settings, the patient-nurse ratio affects nurses' workload, burnout, and job satisfaction. It is known that this ratio influences their intention to leave the nursing profession and the underlying stress pathway. A study related to job dissatisfaction due to the patient-nurse ratio revealed that many nurses are leaving bedside care due to increased burden. Increased standardized ADPNRs (Average Daily Patient Nurse Ratios) were associated with increased levels of personal burnout, patient-related burnout, and job dissatisfaction, all of which were linked to increased intentions to leave current employment. The findings indicated that suitable patient-nurse ratio norms might be further addressed using markers such as personal burnout, patient-related burnout, and job dissatisfaction (Chen et al., 2019).

Numerous experienced registered nurses intend to leave acute care. This trend is due to social dilemmas and job dissatisfaction (Kennedy, 2018). Pakistan is facing a scarcity of nurses, with many retiring due to such factors, while others leave bedside care for various reasons. This situation could lead to a critical issue. The nursing population is aging and rapidly approaching retirement, and new nurse graduates are unlikely to keep up with demand. Studies have provided information about the impending scarcity and suggested intervention recommendations.

Nurses left hospital practice for various reasons, including managerial concerns, job design, job stress, physical challenges, and a failure to foster young nurses. Education concerns include a shortage of skilled faculty and clinical sites that would allow for the admission of additional students. These are addressable issues, and improvements can be made. Immediate action is essential to address these concerns to maintain an adequate number of nurses at the bedside (Duvall & Andrews, 2010).

## Conclusion

In conclusion, the Pakistan Nursing Council should work on improving the image of nursing and should promote it through multiple sources. Social dilemmas present in society should be addressed through various appraisals and increased respect for the profession. Bedside burden should be reduced by hiring more nurses for good positions and implementing protocols that encourage nurses to remain in hospitals. A representative at the district level, such as a District Nurses Officer, should be established to address issues locally. This representative should be from the nursing profession to ensure a thorough understanding of nurses' needs.

## References

- [1]. Alilu, L., Zamanzadeh, V., Valizadeh, L., Habibzadeh, H., & Gillespie, M. (2017). A Grounded theory study of the intention of nurses to leave the profession. *Revista Latino-Americana De Enfermagem*, 25, E2894.  
<https://doi.org/10.1590/1518-8345.1638.2894>
- [2]. Chen, Y. C., Guo, Y. L. L., Chin, W. S., Cheng, N. Y., Ho, J. J., & Shiao, J. S. C. (2019). Patient–nurse ratio is related to nurses' intention to leave their job through mediating factors of burnout and job dissatisfaction. *International Journal of Environmental Research and Public Health*, 16(23), 4801.  
<https://doi.org/10.3390/ijerph16234801>
- [3]. Chiu, P. (2021). Advancing nursing policy advocacy knowledge: A theoretical exploration. *Advances in Nursing Science*, 44(1), 3-15.  
<https://doi.org/10.1097/ANS.0000000000000339>

[4]. Duvall, J. J., & Andrews, D. R. (2010). Using a structured review of the literature to identify key factors associated with the current nursing shortage. *Journal of Professional Nursing*, 26(5), 309-317.

<https://doi.org/10.1016/j.profnurs.2010.02.002>

[5]. Kennedy, M. S. (2018). Nurses at the bedside-who will be left to care? *AJN the American Journal of Nursing*, 118(2), 7.

<https://doi.org/10.1097/01.NAJ.0000530224.10340.d1>

---

## ABOUT THE AUTHORS

Kashif Khan is the Vice Principal and Assistant Professor at the Hayatabad Institute of Medical Sciences and the College of Nursing, Peshawar, Pakistan.



Anny Ashiq Ali is an Assistant Professor in the School of Nursing at Ziauddin University, Sindh, Pakistan.