

## Abstract

The purposes of this research were to study the relationships between Personal Work Goal and Intention to stay of Novice nurses, to examine the moderator effect of Goal Commitment on the relationship between Personal Work Goal and Intention to stay, and to investigate the impact of Personal Work Goal and Goal Commitment on Intention to stay. The population in this study was 304 nurses with less than two years experience working in a University Hospital. The questionnaires were developed to collect data consisted of four parts: part 1: demographic information, part 2: the 8 dimensions of Personal Work Goal (Professional Autonomy, Sufficient wage, Time off, Family Life, Job Security, Recognition, Career Development, and Trust between supervisor) part 3: Goal Commitment, and part 4: Intention to stay. Frequency, percentage, arithmetic mean, standard deviation, Pearson's Correlation, and Hierarchical multiple regression were used for data analysis. The results were as follows.

1. Personal Work Goal correlated positively with Intention to stay in 6 dimensions: Professional Autonomy, Sufficient wage, Job Security, Recognition, Career Development, and Trust between supervisor ( $p < .01$ ).

2. Goal Commitment was not the moderator variable of the relationship between Personal Work Goal and Intention to stay.

3. Goal Commitment correlated positively with Intention to stay ( $p < .01$ ).

4. Hierarchical multiple regression analysis has shown that Demographic variables explained for 17% of variance of intention to stay. Four out of eight dimensions of Personal Work Goal (Job Security, Career Development, Recognition, and Trust between supervisors) predicted intention to stay significantly, and explained for 23% of variance of intention to stay.

The findings from this research could be applied in human resource management in order to increase intention to stay in Novice nurses. In addition, the information could be used as the guideline for staff retention program.