

UNDERSTANDING THE INTENTION TO LEAVE THE JOB AMONG U. S. HOME HEALTH AIDES

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ABSTRACT

The U.S. has experienced a tremendous increase in the amount of in-home care provided. A critical element of this home and community-based care is the home health aide, who provides the majority of the direct care delivered. The shift to home care and the importance of home health aides means that efforts to decrease the turnover rate among home health aides has become a critical policy and practice issue in the U.S.. This study is designed to better understand determinants of the intention to leave the job of home health aides. This quantitative study is a secondary data analysis. The data are a subset of the National Home and Hospice Care Survey, 2007. The study used descriptive as well as inferential statistics to describe the sample characteristics and analyze the association among different socio-demographic characteristics and job characteristics of home health aide intention to leave the job. Logistic regression was used for multivariate analysis. The comparison of intention to leave among home health aides working in home settings and those working in other than residential environments, such as assisted living, was done.

Analysis showed that the determinants of intention to leave the job among home health aides working in a person's home includes worker characteristics such as age, race, education, and responsibility for child care, and job conditions such as overtime payment, pension benefit, adequacy of worker time for activities other than ADLs, respect from agency and job satisfaction

The intentions to leave job can be reduced by providing proper benefits, respect, and training to the home health aides working in patient's home.

KEY WORDS: INTENTION/ HOME HEALTH AIDE/ TURNOVER/ BENEFITS