

**PREDICTORS OF NURSES' INTENTION TO REMAIN EMPLOYED IN HOSPITALS OF YANGON REGION, MYANMAR**

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Myanmar hospitals were found to be busy with loads of patients, as nursing staff are dropping out leaving the rest with imbalanced workloads. However, information and research on Myanmar nursing staff is very limited. This study aims to explore the rate of intention to remain and factors associated with the intention to remain employed among nurses at hospitals in the Yangon Region. A cross-sectional descriptive study was conducted using self-administered questionnaire among 300 nurses aged between 20-60 years working in four private and two public hospitals of the Yangon Region.

Chi square tests were employed to identify the association of the factors and multiple logistic regression has been used to examine the predictive factors. The study revealed that 63.6% of nurses had the intention to remain employed. In general, individual characteristics such as age, marital status, working position, years of services and working departments and work-related factors such as occupational commitment, work characteristics, job stress & burnout, autonomy, and reinforcing factors including recognition, work environment, interpersonal relationships and supportive managers were found to be associated with nurses' intention to remain employed. Marital status (AOR: 2.219; 95%CI: 1.048-4.324), work characteristics (AOR: 2.424; 95%CI: 1.329-4.418), job stress & burnout (AOR: 1.773; 95%CI: 1.011-3.109) and recognition (AOR: 1.964; 95%CI: 1.072-3.598) were found to be significant predictors of nurses' intention to remain employed at the hospitals. Appropriate interventions in the human resource management should be used more at the hospitals. Rather than focusing on the monetary aspects, administrations should provide more of nonmonetary incentives such as recognition, welcoming and support in the work environment to their nurses in order to strengthen the retention. The findings of this study imply preventive programs for human resource shortages, focusing on factors exerting nurses' intention to remain employed in their current hospitals.

**KEY WORDS: NURSES' INTENTION TO REMAIN / HOSPITALS / MYANMAR**

101 pages