Research Article

Factors Affecting The Intention To Leave Work Among Nursing Staff in Government Hospitals: A Systematic Review

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ABSTRACT

Background: Nurses' intention to leave their jobs in government hospitals is a concern because it may affect patient safety, the quality of care, and the overall performance of healthcare institutions.

Aim: This systematic review aimed to evaluate the impact of workload and job stress on turnover intention among nursing staff in government hospitals.

Methods: An integrative systematic review approach was used. PubMed, CINAHL, Scopus, MEDLINE, and Google Scholar were searched for English-language studies published between 2016 and 2026. Search terms included nurses, nursing staff, turnover intention, government hospitals, burnout, job stress, job satisfaction, organizational support, and work environment. The selection process followed PRISMA guidelines. The document reports 120 records identified, 20 duplicates removed, 100 records screened, 70 excluded after title and abstract screening, 30 full-text articles assessed, 20 excluded after full-text screening, and 10 studies included.

Results: The included studies identified burnout, workload, job dissatisfaction, poor leadership, inadequate organizational support, workplace stress, and staffing shortages as factors associated with nurses' intention to leave their jobs.

Conclusion: The review indicates that occupational and organizational factors are associated with nurses' intention to leave employment in government hospitals. The findings highlight the importance of addressing these factors to support staff retention and the quality of healthcare.

Keywords: Nursing staff; intention to leave; government hospitals; workload; job stress; burnout; job satisfaction.

Introduction

The rate of nurses leaving their jobs in government hospitals is increasing, especially given the recent health situation and epidemic outbreaks. This, in turn, leads to increased physical and mental exhaustion and fatigue, particularly due to the existing shortage and inadequacy of nursing staff, resulting in increased workload (Boko et al., 2025). As nurses' intention to leave their jobs increases, several factors will be affected, most importantly patient safety, the quality of care provided, and the overall performance of the healthcare institution. (dal-ora et al., 2020).

Numerous studies have examined the organizational factors contributing to nurses' dissatisfaction with their work. These factors include job burnout, increased workplace violence, management style, and poor working conditions (Molone et al., 2018; Alzamil et al., 2020). Furthermore, public hospitals often face increased patient admissions alongside a shortage of available human resources, which in turn increases psychological and physical stress on nursing staff.

Hence, the importance of this study lies in the factors influencing nursing staff's intention to leave their jobs and in finding solutions that can lead to employment, while ensuring the retention of staff and the maintenance of preventive measures and quality of healthcare within government agencies.

Aim of the Review:

This systematic review aims to evaluate the impact of workload and job stress on turnover intention among nursing staff in government hospitals.

Research Question:

What factors affect the intention to leave work among nursing staff in government hospitals?

PICO Framework:

ICO Element	Description
Population (P)	Nursing staff working in government hospitals
Intervention/Issue (I)	Occupational and organizational factors
Comparison (C)	Nurses who experience less stress in the workplace
Outcome (O)	Intention to leave work

Methodology:

A-Design

This study used an integrated systematic review design to identify and evaluate the factors influencing the intention to leave employment among nursing staff in government hospitals.

Search strategy

A systematic search strategy was developed to identify and retrieve studies relevant to factors influencing nursing staff turnover intention in government hospitals. The search used electronic databases, including PubMed, CINAHL, Scopus, MEDLINE, and Google Scholar.

Medical subject headings (MeSH) and related keywords included "nurses," "nursing staff," "turnover intention," "government hospitals," "burnout," "job stress," "job satisfaction," "organizational support," and "work environment." Logical conjunctions (and, or) were used to combine search terms.

We searched databases for English-language articles published in peer-reviewed journals between 2016 and 2026 to capture recent evidence. We excluded studies published in languages other than English because translation resources were unavailable. We also excluded review articles, conference abstracts, dissertations, and studies conducted on non-nursing healthcare professionals.

Inclusion Criteria

- Studies published between 2016 and 2026.
- Studies published in English.
- Preliminary research studies.
- Studies that included nursing staff working in government hospitals.
- Studies that investigate factors influencing the intention to leave employment.

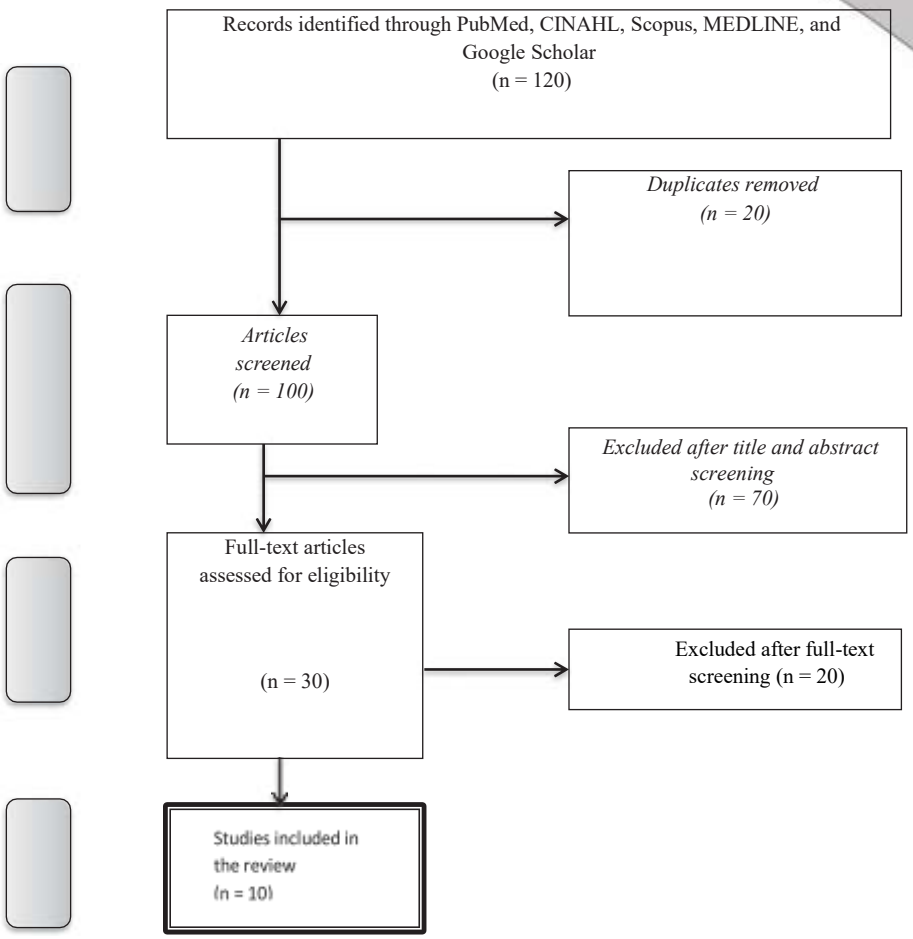
Exclusion Criteria

- Review articles and meta-analyses.
- Conference abstracts and dissertations.
- Non-English language studies.
- Studies focusing on non-nursing healthcare workers.
- Studies conducted outside of hospitals.

The screening process (PRISMA)

We conducted the screening process in accordance with PRISMA guidelines. We began by reviewing titles and abstracts and then reviewed full texts to determine study eligibility.

See the example …



Data Analysis and Findings

This integrative review included ten primary research studies to identify factors affecting nursing staff's intention to leave employment in government hospitals.

Previous Studies (eight articles):

Author /s	Aim	Design	Sampling and setting	Instrument	Findings
Al Zamel et al. (2020)	Saudi Arabia	Cross-sectional study	639 nurses	Government hospitals	Self-administered questionnaire
Moloney et al. (2018)	Australia	Quantitative study	216 nurses	Public hospitals	Survey questionnaire
Dall'Ora et al. (2020)	United Kingdom	Cross-sectional study	31,627 nurses	NHS hospitals	Practice Environment Scale

Al Sabei et al. (2020)	Oman	Cross-sectional study	383 nurses	Public hospitals	Structured questionnaire
Falatah and Salem (2018)	Saudi Arabia	Quantitative study	220 nurses	Government hospitals	Nursing Work Index Scale
Tolksdorf,,Tischler, & Heinrichs,(2022)	Berlin, Germany	systematic review	19 search	University medicine Berlin,	Burnout Inventory and survey questionnaire
Alharbi et al. (2021)	Saudi Arabia	Descriptive correlational study	305 nurses	Government hospitals	Online survey questionnaire
Li et al. (2019)	China	Cross-sectional study	1,100 nurses	Public hospitals	Job Satisfaction Scale
Shah et al. (2021)	Pakistan	Quantitative study	350 nurses	Government hospitals	Self-report questionnaire
Zhang et al. (2022)	China	Cross-sectional study	512 nurses	Public hospitals	Maslach Burnout Inventory

The studies included revealed several factors associated with nurses' intention to leave their jobs in government hospitals. The most prominent of these factors included burnout, workload, job dissatisfaction, poor leadership, inadequate organizational support, workplace stress, and staffing shortages. These factors negatively affected the nurses' mental and physical health and job satisfaction, increasing their desire to leave.

RESULTS

The review included 10 primary research studies, according to the study-selection flow reported in the document. The search identified 120 records from PubMed, CINAHL, Scopus, MEDLINE, and Google Scholar. After 20 duplicates were removed, 100 records were screened by title and abstract. Seventy records were excluded at this stage. Thirty full-text articles were assessed for eligibility, and 20 were excluded after full-text screening. Ten studies were included in the review.

The included studies reported several factors associated with nursing staff's intention to leave employment in government hospitals. The factors identified in the review were burnout, workload, job dissatisfaction, poor leadership, inadequate organizational support, workplace stress, and staffing shortages.

According to the findings described in the document, these factors negatively affected nurses' mental and physical health and job satisfaction, increasing their desire to leave their jobs.

DISCUSSION

The findings of this review indicate that nurses' intention to leave employment in government hospitals is associated with several occupational and organizational factors. The factors reported in the included studies were

burnout, workload, job dissatisfaction, poor leadership, inadequate organizational support, workplace stress, and staffing shortages.

Burnout and workload are important findings in this review. The document describes increased workload and staff shortages as issues that increase physical and psychological stress among nursing staff. Dall'Ora et al. (2020) is cited in the document in relation to burnout in nursing, while Tolksdorf et al. (2022) is cited in relation to factors associated with turnover intention among nursing staff during the COVID-19 pandemic.

Job dissatisfaction and the work environment are also reflected in the studies listed in the review. Al Zamel et al. (2020) examined factors influencing nurses' intention to leave and intention to stay. The review also identifies poor leadership and inadequate organizational support among the factors associated with nurses' intention to leave.

Workplace stress and staffing shortages are further factors reported in the review. The document notes that public hospitals may experience increased patient admissions alongside shortages in available human resources, increasing psychological and physical stress among nursing staff. Li et al. (2019), which is included in the reference list, examined the relationship between workplace violence, job satisfaction, and turnover intention among emergency nurses.

Taken together, the findings presented in this review show that nurses' intention to leave is associated with multiple workplace and organizational factors rather than one isolated factor. This discussion is limited to the factors and studies reported in the submitted document.

CONCLUSION

This systematic review identified several occupational and organizational factors associated with nurses' intention to leave employment in government hospitals. These factors include burnout, workload, job dissatisfaction, poor leadership, inadequate organizational support, workplace stress, and staffing shortages.

The findings emphasize the importance of addressing workplace and organizational factors associated with nurses' intention to leave. Attention to these factors may support the retention of nursing staff and help maintain patient safety, quality of care, and the overall performance of healthcare institutions.

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