

Job Satisfaction of Nurse Aides in Nursing Homes: Intent to Leave and Turnover

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Purpose: The relationship between job satisfaction of nurse aides and intent to leave and actual turnover after 1 year is examined. **Design and Methods:** Data came from a random sample of 72 nursing homes from 5 states [Colorado, Florida, Michigan, New York, and Oregon]. From these nursing homes, we collected 1,779 surveys from nurse aides (a response rate of 62%). We used a job satisfaction instrument specifically developed for use with nurse aides, as well as previously validated measures of intent to leave and turnover. We used ordered logistic regression and logistic regression to examine the data. **Results:** High overall job satisfaction was associated with low scores on thinking about leaving, thinking about a job search, searching for a job, and turnover. In examining the association between the job satisfaction subscales and intent to leave and turnover, we found that high Work Schedule subscale scores, high Training subscale scores, and high Rewards subscale scores were associated with low scores on thinking about leaving, thinking about a job search, searching for a job, and turnover. High scores on the Quality of Care subscale were associated with low turnover after 1 year. **Implications:** These results are important in clearly showing the relationship between job satisfaction and intent to leave and turnover of nurse aides. Training, rewards, and workload are particularly important aspects of nurse aides' jobs.

Key Words: Nursing homes, Quality, Turnover, Nurse aides, Staffing

With a predicted shortfall in the number of formal caregivers needed to provide care in the coming decade (Stone, 2004), workforce issues are becoming ever more salient in the long-term-care industry. Moreover, formal caregivers in long-term care are the linchpin to helping provide quality care. Nurse aides may be of particular importance in nursing homes because they provide the vast majority of hands-on resident care (Institute of Medicine, 2001). Researchers have examined workforce issues, such as training and staffing levels of these workers (Centers for Medicare and Medicaid Services [CMS], 2002), but few studies have examined job satisfaction of nurse aides. A strong association in other health care settings between job dissatisfaction and undesirable work behaviors such as tardiness and aggression has been established (Irvine & Evans, 1995). Most significantly, job satisfaction of caregivers in other health care settings is directly associated with turnover (Irvine & Evans, 1995). Given the high nurse aide turnover in many nursing homes (Harrington & Swan, 2003), we may have an opportunity to improve these rates by further understanding the relationship between job satisfaction of nurse aides and turnover in these facilities.

Our understanding of job satisfaction and turnover of nurse aides may also be limited by the sample size, job satisfaction instruments, and turnover definitions used in prior studies. Of the few studies in this area, most have used small samples of nurse aides (e.g., Monahan & McCarthy, 1992; Moyle, Skinner, Rowe, & Gork, 2003) that were probably not representative of these caregivers. In addition, data aggregation to all nursing staff (i.e., registered nurses [RNs], licensed practical nurses [LPNs], and nurse aides) by other studies (e.g., Kiyak, Namazi, & Kahana, 1997) may be problematic, as nurse aides may have different work preferences. All previous studies in this area used generic job satisfaction instruments. Such generic instruments have generally not performed well in long-term-care settings (Coward et al., 1995). The subscales used in these instruments may have little relevance to this

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