

Evaluation of the relationship between job performance and intention to leave the job in health workers

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ABSTRACT

Problem of the Study: The widespread shortage of health care workers and the intention to leave work is a major problem of health care workers. Declining job performance can be explained as one of the most consistent reasons for health care workers' intentions to quit their jobs. The decrease in the job performance of human resources in hospitals and the increase in the intention to leave the job may adversely affect the performance of the institution.

Purpose of the Study: This study is a descriptive study planned to examine the relationship between the job performance and intention of health workers and to make recommendations on how human resources management should be in this sense.

Method: This study was carried out with 111 health workers working in private hospitals in Istanbul. The research data were collected with the socio-demographic information of the participants, Job Performance and Leaving Job Scale.

Results: The mean of total score of the Employee Performance Scale of health workers (4.3 ± 0.64) and the mean of the total score of the Leaving Job Scale (2.85 ± 0.92) were found. There is a negative and weak significant relationship between dismissal and employee performance ($r = -.205$, $p < 0.05$). According to the age groups of the employees, it was found that the value of leaving the job of the under-25 age group was higher than those who were 35 and over ($p = 0.001$; $p < 0.05$). It was found statistically significant that the value of leaving the job in the 25-29 age group was higher than those aged 35 and over ($p = 0.001$; $p < 0.05$). It was found statistically significant that the value of leaving the job in the 30-34 age group was higher than those aged 35 and over ($p = 0.001$; $p < 0.05$).

Conclusions: In health workers, a negative and weak relationship was found between the intention to leave the job and job performance. It was found that the intention to leave the job differed significantly according to some age group from the demographic characteristics. It is necessary to take appropriate measures to increase the performance of health workers and to prevent intentions to leave the job.

Keywords: Employee Performance, Intention to Leave Job, Health Institutions

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