

**Factors contributing to staff turnover among professional nurses in selected hospitals of
Vhembe District of Limpopo Province.**

By

Ramarope Johannah (11542856)

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Department of Advanced Nursing Science

University of Venda

Supervisor: Prof MS Maputle

Co-supervisor: Dr RT Lebese

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ABSTRACT

Nurses constituted the largest group in South African health care services and form the backbone of nursing care. There had been a significant increase in the number of professional nurses leaving the district hospitals either to other hospitals, primary health care services, private hospitals or other countries. The purpose of this study was to determine factors contributing to staff turnover among professional nurses in selected hospitals of Vhembe District. The design of this study was qualitative, descriptive and contexture. The population of the study included all professional nurses in Vhembe District, who had moved from one hospital to other health care facilities during the period 2005-2009. The research participants were selected by means of purposive sampling. Data was obtained by means of unstructured interview that was audio-taped and later transcribed. Collected data was analysed through the use of open coding method. The following themes were revealed from raw data: main theme: institutional related factors with the following themes push and pull factors related to staff turnover and personal related factors with the following themes: financial aspects, family related aspects to staff turnover. Informed permission for conducting the study was obtained from the Department of Health of Limpopo Province. Trustworthiness was ensured by applying the four strategies proposed by Lincoln and Guba (1994:120) namely, credibility, transferability, dependability and conformability.