

# The Effect of Millennials Generation Nurse’s Nursing Work Environment, Job Embeddedness and Job Esteem on Retention Intention

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## Abstract

The purpose of this study is to understand the impact of the nursing work environment, job embeddedness, and job esteem on the retention intention in the millennial generation nurses. The subjects of this study are nurses working in general hospitals with more than 300 beds. Among nurses born in the 1980s and early 2000s, 97 agreed to study. As a result of the study, there was a significant difference in academic background. ( $F=6.74, p=.002$ ) In terms of final education, those with graduate or higher were higher than those with three-year graduation and four-year graduation Retention intention is the degree of job placement ( $r=.319, p=.001$ ), job respect ( $r=.331, p=.001$ ) had a positive relationship with the nursing working environment ( $r= -.252, p=.013$ ) was negatively correlated. Factors affecting the retention intention is 12.9% explanatory skills as a result of the introduction of job embeddedness, nursing work environment, and job esteem. It is necessary to understand the characteristics of the generation in order to increase the retention intention as a millennial generation nurse.

**Keywords :** Nursing Work Environment, Job Embeddedness, Job -esteem, Retention Intention

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**2.4.2**

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 (Practice Environment Sale of  
 Nursing Work Index, PES - NWI) [12]

t - test, ANOVA,  
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PES - NWI  
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3. 3, 4 가 (Table 1).

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3.2

25 30 43  
 (44.3%), 62 (63.9%) 2.42( 0.38),  
 가 가 60 (61.9%), 4 68 2.99( 0.49), 3.86(  
 (70.1%), 2~5 35 (36.1%) 가 0.43), 5.88( 1.54)  
 가 1~2 31 (32%) (Table 2).  
 가 44  
 (45.4%) 가 250 ~300 3.3  
 47 (48.5%)  
 (F=6.74, p=.002)

(r=.319, p=.001),

<Table 1> Differences in the nurse's nursing work environment, job embeddedness, Job esteem, retention intention by General Characteristics

| Characteristics                   |                           | n(%)     | NWE       |                | JE        |                | JES       |                | RI        |                |
|-----------------------------------|---------------------------|----------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|
|                                   |                           |          | M±SD      | t/F(p)         | M±SD      | t/F(p)         | M±SD      | t/F(p)         | M±SD      | t/F(p)         |
| Age(yr)                           | 35 - 40                   | 22(22.7) | 2.41±0.38 | 0.23<br>(.873) | 3.18±0.5  | 1.89<br>(.137) | 3.94±0.39 | 1.09<br>(.357) | 5.38±0.71 | 0.56<br>(.209) |
|                                   | 30 - 35                   | 21(21.6) | 2.38±0.39 |                | 2.93±0.54 |                | 3.9±0.55  |                | 5.31±0.51 |                |
|                                   | 25 - 30                   | 43(44.3) | 2.46±0.39 |                | 2.95±0.43 |                | 3.85±0.39 |                | 5.22±0.83 |                |
|                                   | 20 - 25                   | 11(11.3) | 2.38±0.38 |                | 2.81±0.48 |                | 3.66±0.4  |                | 5.05±0.74 |                |
| Marital status                    | Unmarrieda                | 62(63.9) | 2.41±0.39 | 0.15<br>(.860) | 2.94±0.46 | 1.25<br>(.293) | 3.84±0.42 | 1.22<br>(.300) | 5.23±0.79 | 0.82<br>(.446) |
|                                   | Marriedb                  | 34(35.1) | 2.44±0.38 |                | 3.08±0.5  |                | 3.91±0.45 |                | 5.31±0.66 |                |
| religion                          | Etc(bereavement divorce)c | 1(1)     | 2.45±0.37 | 0.60<br>(.441) | 3.11±0.47 | 4.08<br>(.046) | 3.96±0.46 | 3.20<br>(.077) | 5.25±0.62 | 0.35<br>(.553) |
|                                   | Yes                       | 37(38.1) | 2.40±0.39 |                | 2.91±0.47 |                | 3.8±0.41  |                | 2.25±0.81 |                |
| Education level                   | No                        | 60(61.9) | 2.44±0.35 | 0.11<br>(.896) | 2.79±0.47 | 6.74<br>(.002) | 3.80±0.52 | 2.06<br>(.133) | 5.06±0.71 | 3.01<br>(.054) |
|                                   | Junior collegea           | 8(8.2)   | 2.41±0.4  |                | 2.91±0.45 |                | 3.81±0.44 |                | 5.22±0.76 |                |
|                                   | Universityb               | 68(70.1) | 2.45±0.38 |                | 3.3±0.45  |                | 1.03±0.45 |                | 5.44±0.69 |                |
| Clinical career (year)            | Graduate schoolc          | 21(21.6) | 2.4±0.39  | 0.74<br>(.851) | 2.87±0.44 | 0.69<br>(.899) | 3.68±0.39 | 1.33<br>(.181) | 5.03±0.77 | 0.94<br>(.595) |
|                                   | 2                         | 17(17.2) | 2.45±0.42 |                | 2.94±0.47 |                | 3.85±0.48 |                | 5.39±0.85 |                |
|                                   | 2 - 5                     | 35(36.1) | 2.41±0.36 |                | 2.95±0.48 |                | 3.9±0.43  |                | 5.18±0.61 |                |
|                                   | 5 - 10                    | 30(30.9) | 2.42±0.35 |                | 3.3±0.45  |                | 3.99±0.35 |                | 5.36±0.67 |                |
| department career (year)          | 10                        | 15(15.5) | 2.37±0.44 | 0.80<br>(.777) | 2.99±0.41 | 1.23<br>(.224) | 3.64±0.3  | 1.38<br>(.138) | 5.46±0.77 | 0.92<br>(.609) |
|                                   | 1                         | 20(20.6) | 2.42±0.37 |                | 3.03±0.55 |                | 3.86±0.45 |                | 5.24±0.8  |                |
|                                   | 1 - 2                     | 31(32)   | 2.39±0.39 |                | 2.8±0.47  |                | 4.03±0.28 |                | 5.09±0.79 |                |
|                                   | 2 - 3                     | 17(17.5) | 2.49±0.36 |                | 3.05±0.43 |                | 3.91±0.52 |                | 5.22±0.63 |                |
| Department                        | 3                         | 29(29.9) | 2.45±0.4  | 0.60<br>(.549) | 2.3±0.47  | 2.17<br>(.120) | 3.86±0.42 | 0.92<br>(.404) | 5.09±0.71 | 1.71<br>(.187) |
|                                   | General Ward              | 44(45.4) | 2.34±0.38 |                | 2.81±0.51 |                | 3.76±0.33 |                | 5.52±0.74 |                |
|                                   | Special Part *            | 20(20.6) | 2.44±0.37 |                | 3.08±0.44 |                | 3.92±0.5  |                | 5.25±0.74 |                |
| monthly income (ten thousand won) | Etc *                     | 33(34)   | 2.30±0.46 | 1.14<br>(.344) | 2.88±0.51 | 1.22<br>(.309) | 3.85±0.31 | 0.83<br>(.513) | 5.33±0.74 | 0.28<br>(.890) |
|                                   | 250                       | 12(12.4) | 2.47±0.35 |                | 2.94±0.46 |                | 3.81±0.45 |                | 5.33±0.73 |                |
|                                   | 250 ~300                  | 47(48.5) | 2.42±0.4  |                | 3.07±0.48 |                | 3.95±0.46 |                | 5.1±0.77  |                |
|                                   | 300~ 400                  | 34(35.1) | 2.14±0.23 |                | 2.96±0.5  |                | 3.59±0.38 |                | 5.56±0.79 |                |
|                                   | 400~ 500                  | 3(3.1)   | 2.82      |                | 3.76      |                | 3.78      |                | 5.33      |                |

Department Special Part : Intensive care unit, Emergency Room, Operating Room /Etc: Hemodialysis Room, Specialist, OPD. Educational team  
 NWE: nursing work environment, JE:job embeddedness, JES:Job esteem, RI: retention intention

( $r=.331, p=.001$ )  
 ( $r= -.252, p=.013$ )  
 ( $r= -.662, p<.001$ )  
 ( $r=.357, p<.001$ )  
 ( $r= -.334, p=.001$ )

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 (VIF)가 1.169 - 1.849  
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 15.6% (F=5.740, p=.001).

<Table 2> nurse's nursing work environment, job embeddedness and Job esteem on retention intention

| Variables   | M±SD      | Range |
|---|-----------|-------|
| Nursing work environment                                | 2.59±0.39 | 1 - 4 |
| Nurse participation in hospital affairs                 | 2.82±0.49 |       |
| Nursing foundation for quality of care                  | 2.38±0.42 |       |
| Nurse manager ability, leadership, and support of nures | 2.46±0.58 |       |
| Staffing and resource adequacy                          | 2.88±0.55 |       |
| collegial nurse - physician relation                    | 2.33±0.51 |       |
| Job - Esteem  | 3.86±0.43 | 1 - 5 |
| Professional self - awareness                           | 4.00±0.49 |       |
| Professional competence                                 | 3.86±0.58 |       |
| Role and expertise of care                              | 4.27±0.55 |       |
| Social turst and respect                                | 4.09±0.55 |       |
| Respcest and recognition of the oragnization            | 3.21±0.81 |       |
| Professional authority and future vaule                 | 3.60±0.79 | 1 - 5 |
| Job embeddedness  | 2.99±0.48 |       |
| Organizational match                                    | 3.04±0.66 |       |
| Vesting   | 2.88±0.73 |       |
| Community match   | 3.44±0.94 |       |
| Work teams  | 2.78±0.70 |       |
| Family and Friends                                      | 2.53±0.88 | 1 - 8 |
| intention of retention                                  | 5.88±1.54 |       |

<Table 4> Hierarchical Regression on Retension Intenstion

| Variables                                 |              | t(p)         | VIF   |
|---|--------------|--------------|-------|
| (Constant)                                | 0.760        | 0.284(.777)  |       |
| JE  | 0.682        | 1.635(.105)  | 1.849 |
| NWE                                       | -0.118       | -0.233(.817) | 1.815 |
| JES                                       | 0.878        | 2.382(.019)  | 1.169 |
| R <sup>2</sup> (Adjusted R <sup>2</sup> ) | 0.156(0.129) |              |       |
| F(p)                                      | 5.740(.001)  |              |       |

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<Table 3> Correlations for Variables

|     | JE          | NWE         | JES        |
|-----|-------------|-------------|------------|
| JE  | 1           |             |            |
| NWE | -.662(.000) | 1           |            |
| JES | .357(.000)  | -.334(.001) | 1          |
| RI  | .319(.001)  | -.252(.013) | .331(.001) |

NWE: nursing work environment, JE: job embeddedness, JES: Job esteem, RI: retention intention

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 (work and life balance) [28] .  
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 ( $r=.331, p=.001$ ) 가  
 ( $r= -.252, p=.013$ ) 가  
 ( $r= -.662, p<.001$ ) ( $r=.357, p<.001$ )  
 ( $r= -.334, p=.001$ )  
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