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Author Chin-Mei Huang
Author's Email Address No Public.
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Title A STUDY OF THE RELATIONSHIP AMONG ROLE STRESS, JOB SATISFACTION, LEADERSHIP STYLE, AND TURNOVER INTENTION IN HOSPITAL NURSES - SAMPLING FROM A MEDICAL INSTITUTION IN SOUTHERN TAIWAN
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Abstract
Currently, hospitals are facing difficulty in managing its environment and the situation is getting worse and worse each day. Terea et al.(1998) pointed out that the flow of nurses created a negative capability in the hospitals. Therefore, the administrator personnel should put the forces on nurses on the relation between and the factors that cause turnover intention. This paper discusses several aspects of nurses' role stress, job satisfaction, the leadership of the supervisors, and turnover intention. The research was conducted using purpose sampling, and we investigated a medical institution in southern Taiwan. We handed out 591 questionnaires to the nurses and received 522 back, of those only 478 of them were useful for this research.
The investigated results were analyzed by descriptive statistics, factor analysis, analysis of variance, regression analysis and LISREL statistical analysis methods. The major findings are as following:
1. Hospital nurses have different personality traits (age, marital status, educational level, salary, level of nursing experience, job position, and service that each provides). Role stress, job satisfaction, leadership style, and turnover intention are different for each participant.
2. There is a negative correlation between hospital nurse's role stress and job satisfaction. We found that a nurse is less likely to be satisfied with her job if her role is obscure.
3. There is a positive correlation between hospital nurse's role stress and leadership style. The major finding is that leadership level is smaller if the nurse's role is obscure.
4. There is a positive correlation between hospital nurse's job satisfaction and leadership style. The major finding is that greater consideration leadership style results in greater outside satisfaction for the nurses.
5. Hospital nurse's role stress, job satisfaction, and leadership style significantly effect turnover intention. We found that (1) role stress and turnover intension have a positive correlation, (2) job satisfaction and turnover correlation have a negative correlation, and (3) leadership style and turnover intension have a negative correlation.
6. Hospital nurse's role stress shows partial effects with job satisfaction: obscure role stress, role conflict and role workload (quality) all have negative correlation with inner satisfactory, while obscure role stress and role workload (quantity) have negative correlation with outer satisfactory;

role workload (quantity) does not have any significant effects on inner satisfactory; role workload (quality) also does not have any significant effects on outer satisfactory.
7. Hospital manger's leadership style has partial effects on role stress. Initialing structure leadership style has no correlation with role workload (quality) or role workload (quantity), but initialing structure leadership style has negative correlation with four-role stress factors. Both initialing structure leadership and consideration leadership style have negative correlation with role conflict and obscure role.
8. Hospital manager's leadership style has little effect on job satisfaction. Major findings are that consideration leadership style does not correlate with inner satisfaction; initialing structure leadership style has a positive correlation with inner satisfaction; and both consideration leadership style and initialing structure leadership style are positively correlated with outer satisfaction.
9. LISREL analysis documented this study conception framework major findings are：(1) leadership style has no correlation with turnover intention due to job satisfaction and role stress affect turnover intention indirectly; yet, leadership style directly affects role stress.(2)role stress directly affects turnover intention; moreover, turnover intention can affect job satisfaction indirectly.(3)job satisfaction, however, directly affects turnover intention.
The major findings from this research not only apply for hospital's nursing manager's or for hiring nurses, it provides a background to future research consideration.
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