

# **Investigating the Relationship Between the Quality of Work Life with Turnover Intention among Nurses of Arak University of Medical Sciences Hospitals in Corona Pandemic, Iran**

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**Introduction:** The rate of nurse's turnover due to reasons such as hardship and stress is the highest rate among professional groups. This is while considering that nurses in the corona are at the forefront of care for patients with Covid 19, and anxiety caused by infection, rejection by society and the high workload has doubled. The aim of this study was to investigate the tendency of nurse's turnover and its relationship with the quality of work life in the conditions of the Corona epidemic. **Materials and methods:** This descriptive-analytical study was performed on 272 nurses caring for patients with Covid 19 in hospitals of Arak University of Medical Sciences by multi-stage sampling method. The data collection tools were questionnaire of the Jenkins and Tomlinson Tendency to Turnover and Walton Quality of Work Life, Which were prepared and adjusted based on the Likert scale; The quality of work life questionnaire has 32 items that measure the quality of work life from the dimensions of fair and adequate payment, safe and healthy work environment, providing opportunities for growth and continuous security, legalism in the organization, social dependence of work life, overall living space, integrity and Examines social cohesion and the development of human capabilities. The Tendency to Turnover questionnaire also examines the two components of feeling of working with the organization and the decision to leave the organization. Then, the data were analyzed using spss16 software. **Results:** The average tendency to turnover in nurses in the Corona pandemic was 61.4%. The mean quality of work life was  $22 \pm 47.85$ . More than 60% of the participants have a moderate tendency and 36% of them have a strong tendency to turnover. 20% of the nurses have a very low quality of work life and 39% have a medium quality of work life. There was no significant relationship between the components of tendency to turnover and age, work experience, type of employment, marital status ( $p > 0.05$ ). (There was a significant relationship between the components of tendency to turnover with the amount of salary received ( $p < 0.05$ ). There is also a significant inverse relationship between the tendency to turnover and the quality of work life ( $p < 0.05$ ); as the Quality of Work Life decreases, the rate of turnover increases. **Conclusion:** Working in difficult and exhausting conditions such as the corona epidemic has increased the tendency of nurses to leave the service compared to before. Therefore, in order to maintain and retain an experienced and skilled workforce, hospital management should prioritize, managerial support and improvement of supervision, observance of justice and fairness in the organization, efforts to establish a fair payment system, compatibility and balance between work and other aspects of life in programs to improve the quality of work life for employees.

**Keywords:** *Corona Pandemic, Nurses, Quality of Work Life, Turnover*