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THE EFFECTS OF ORGANISATIONAL FACTORS ON TURNOVER INTENTION AMONG NURSES OF FEDERAL MEDICAL CENTRE IN NIGERIA

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MASTER OF SCIENCE MANAGEMENT
UNIVERSITI UTARA MALAYSIA
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THE EFFECTS OF ORGANISATIONAL FACTORS ON TURNOVER INTENTION AMONG NURSES OF FEDERAL MEDICAL CENTRE IN NIGERIA

BY

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(818800)

Thesis submitted to
School of Business Management,
University Utara Malaysia,
in partial fulfilment of the requirement for the degree of Master of Science Management
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ABSTRACT

Prior research has indicated that employee’s turnover detrimental to both individuals and organisational. Because a turnover intention in the workplace is detrimental, Several Factors have been suggested to better understand the reason why employees may decide to quit/leave their organisations. Some of the organisational related factors that have been considered by previous research include perceived organisational Justice, job satisfaction, Perceived psychological contract breach, and perceived organisational support among others. Despite these empirical studies, literatures indicate the need for further investigation on health sector using the perceived organisational politic, organisational trust, Human resource practice (HRM) on turnover intention. Hence the present study fill study gap perceived organisational politic, workplace trust, Human resource practice (HRM) on turnover intention among Registered Nurses in Nigeria hospital specifically Federal medical Centre (FMC) Azare, using multiple regression analysis techniques. One hundred and five registered nurses participated in the study. Result indicated that perceived organisational politic and career Growth were positively and significantly related to turnover intentions while interpersonal trust indicated a negatively and significantly related to turnover, but organisation trust and compensation practices were not supported, lastly, training and development supported but indicated a positive result turnover. The theoretical and practical implications of the results are discussed.

Keywords: Turnover intentions, Organisational politics, workplace trust and HR Practices, among Federal Medical Centre Azare, Bauchi State, Nigeria.
ABSTRAK


Kata Kunci: lantik henti, politik organisasi, kepercayaan organisasi, amalan sumber manusia, hospital Nigeria.
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All praise and gratitude be to Allah (SWT), the exalted one who grants me an opportunity, patience, ability, wisdom and strength to pursue my masters at Universiti Utara Malaysia. I am also grateful to Universiti Utara Malaysia for giving me an opportunity to further my academic dream in its highest elevation as an eminent management University. I am proud to be a UUM Alumni.

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Finally, I wish to thank my parents, family and friends for their support and prayers during the course of this study. I also want to appreciate the efforts of all those that help in one way or the other during my stay in UUM.
DEDICATION

I dedicated this project paper to my son Al-amin Ahmad Muhammad and family.
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<table>
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<th>Description</th>
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<tbody>
<tr>
<td>AEC</td>
<td>Affected Event Theory</td>
</tr>
<tr>
<td>CEO</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>DWB</td>
<td>Workplace Behaviour</td>
</tr>
<tr>
<td>HRM</td>
<td>Human Resource Management</td>
</tr>
<tr>
<td>HR</td>
<td>Human Resource</td>
</tr>
<tr>
<td>I/O</td>
<td>Industrial and Organisational psychology</td>
</tr>
<tr>
<td>M.Sc.</td>
<td>Master of Science</td>
</tr>
<tr>
<td>PBUH</td>
<td>Peace Be Upon Him</td>
</tr>
<tr>
<td>R2</td>
<td>R-Square Value</td>
</tr>
<tr>
<td>RN</td>
<td>Registered Nurses</td>
</tr>
<tr>
<td>SPSS</td>
<td>Statistic package for Social Sciences</td>
</tr>
<tr>
<td>SWT</td>
<td>SubhanahuWata’ala</td>
</tr>
<tr>
<td>TI</td>
<td>Turnover Intention</td>
</tr>
<tr>
<td>UK</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>USA</td>
<td>United State of America</td>
</tr>
<tr>
<td>VIF</td>
<td>Variance Inflated Factors</td>
</tr>
<tr>
<td>POP</td>
<td>Perceived Organisational Trust</td>
</tr>
<tr>
<td>IT</td>
<td>Interpersonal Trust</td>
</tr>
<tr>
<td>OT</td>
<td>Organisational Trust</td>
</tr>
<tr>
<td>CG</td>
<td>Career Growth</td>
</tr>
<tr>
<td>CP</td>
<td>Compensation Practice</td>
</tr>
<tr>
<td>PHC</td>
<td>Primary Healthcare Centre</td>
</tr>
<tr>
<td>SHC</td>
<td>Secondary Healthcare Centre</td>
</tr>
<tr>
<td>THC</td>
<td>Teaching Hospital</td>
</tr>
<tr>
<td>FGN</td>
<td>Federal Government of Nigeria</td>
</tr>
<tr>
<td>FMC</td>
<td>Federal Medical Centre</td>
</tr>
<tr>
<td>FTHI</td>
<td>Federal Tertiary Health Institute</td>
</tr>
<tr>
<td>GH</td>
<td>General Hospital</td>
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<tr>
<td>B.Sc.</td>
<td>Bachelor of Science</td>
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<td>FCC</td>
<td>Federal Character Commission</td>
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CHAPTER ONE

INTRODUCTION

1.1 Background

Employee turnover has become common in many organisations. The turnover of employee is prevalence and it has now become a serious concern of every organisation, according to Khan (2014) turnover intention of employees has become a matter of concerned in any or all type of organisation. Turnover issue is general issue or a global phenomenon to all organisations for examples, out seven point seven percent (7.7%) of permanent faculty members in different higher learning institution had quite their job or post moved to other organisations in the United States of American (USA) and colleges in the year 1997 to 1998 academic session. However, it was only twenty nine percent (29%) out of hundred were retirees, while all the remaining seventy one percent (71%) that leave the job, goes out to other institutions for their own several reasons (Sanderson, Phua, &Herda, 2000).

Similarly, in Kenya, various professional and qualified employees in different organisations from different Kenyan public own institutions have resigned from their job in order to look for a better pay job abroad (Waswa& Katana, 2008). Some can even quit their job in order to go for a better earning job either at the national or international level. Munzali and Obaje (2008) furthermore reported that almost about sixty five percent (65%) among needed total figure of qualified teachers of different University in Nigeria quitted and went for western countries where there are good salary package including bonus or incentives, like United Kingdom (UK), United State (US), Southern part of Africa and many of the Countries in the middle East like Saudi Arabia, Kuwait, and Oman, and many more.
The contents of the thesis is for internal user only
Refference


Arthur, J. B. (2011). Do HR system characteristics affect the frequency of interpersonal deviance in organizations? The role of team autonomy and internal labor market practices. *Industrial Relations: A Journal of Economy and Society, 50*(1), 30-56.


