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



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**Thesis submitted to  
School of Business Management,  
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in partial fulfilment of the requirement for the degree of Master of Science  
Management**

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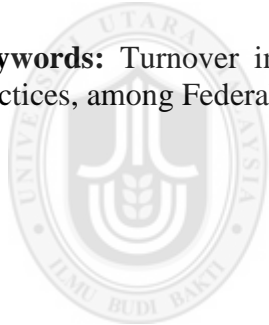


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## ABSTRACT

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.



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## ABSTRAK

Kajian lalu menunjukkan bahawa lantik henti pekerja merugikan individu dan organisasi. Oleh kerana lantik henti di tempat kerja merugikan, beberapa faktor telah dicadangkan bagi memahami alasan mengapa pekerja mengambil keputusan untuk meninggalkan organisasi mereka. Antara faktor berkait organisasi yang telah diambil kira oleh penyelidikan lepas termasuk keadilan organisasi tertanggap, kepuasan kerja, penyelenggaraan kontrak psikologi tertanggap dan sokongan organisasi tertanggap. Di sebalik kajian empirikal ini, karya lalu menunjukkan bahawa perhatian yang diberikan kepada pengaruh politik organisasi tertanggap, kepercayaan organisasi dan amalan pengurusan sumber manusia (PSM) tertanggap terhadap lantik henti pekerja amat sedikit. Oleh itu, kajian ini bertujuan mengisi lompong tersebut dengan meneliti hubungan kait antara politik organisasi tertanggap, kepercayaan organisasi, amalan sumber manusia tertanggap terhadap lantik henti pekerja dalam kalangan jururawat berdaftar di hospital Nigeria, khususnya di Pusat Persekutuan Perubatan Azare (Federal medical Centre) dengan menggunakan analisis teknik regresi berbilang. Satu ratus lima Jururawat terlibat dalam kajian ini. Keputusan menunjukkan bahawa politik organisasi tertanggap dan perkembangan kerjaya berhubung kait secara positif dan signifikan dengan lantik henti, manakala kepercayaan sesama sendiri menunjukkan keputusan yang negatif dan signifikan terhadap lantik henti tetapi kepercayaan organisasi dan pengamalan pampasan tidak menyokong. Akhir sekali, pembangunan dan latihan menyokong tetapi menunjukkan keputusan positif terhadap lantik henti. Implikasi teori dan praktis hasil keputusan yang diperoleh turut dibincangkan.

**Kata Kunci:** lantik henti, politik organisasi, kepercayaan organisasi, amalan sumber manusia, hospital Nigeria.

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## **DEDICATION**

I dedicated this project paper to my son Al-aminAhmad Muhammad and family.



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## LIST OF ABBREVIATIONS

AEC	Affected Event Theory
CEO	Chief Executive Officer
DWB	Workplace Behaviour
HRM	Human Resource Management
HR	Human Resource
I/O	Industrial and Organisational psychology
M.Sc.	Master of Science
PBUH	Peace Be Upon Him
R <sup>2</sup>	R-Square Value
RN	Registered Nurses
SPSS	Statistic package for Social Sciences
SWT	SubhanahuWata'ala
TI	Turnover Intention
UK	United Kingdom
USA	United State of America
VIF	Variance Inflated Factors
POP	Perceived Organisational Trust
IT	Interpersonal Trust
OT	Organisational Trust
CG	Career Growth
CP	Compensation Practice
PHC	Primary Healthcare Centre
SHC	Secondary Healthcare Centre
THC	Teaching Hospital
FGN	Federal Government of Nigeria
FMC	Federal Medical Centre
FTHI	Federal Tertiary Health Institute
GH	General Hospital
B.Sc.	Bachelor of Science
FCC	Federal Character Commission

## **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.

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