NEXT – nurses‘ early exit study

once she was a nurse...

NEXT-Study Group
European co-ordination

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Work Home Conflict among nurses in Europe
- results from the European NEXT - Study

(QLK6-CT-2001-00475)

Angelika Kuemmerling, Michael Simon, Hans-Martin Hasselhorn
and the NEXT-Study Group

the problems:

- lack of nurses
- many nurses leave their profession due to a work home conflict

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the questions:

work home conflict (WHC):

1. intensity?
2. European comparison?
3. consequences?
4. Which aspects at work are responsible for WHC?

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the tool:

European NEXT-Study:
assessing reasons, circumstances and consequences of premature departure from the nursing profession.

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The NEXT-Study: 10 participating countries

- FIN
- S
- UK
- NL
- B
- PL
- D

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NEXT basic assessment

nursing force

- 77,681 nurses contacted
- 39,893 respondents
- response rate 51% (32-77%)
- 585 institutions

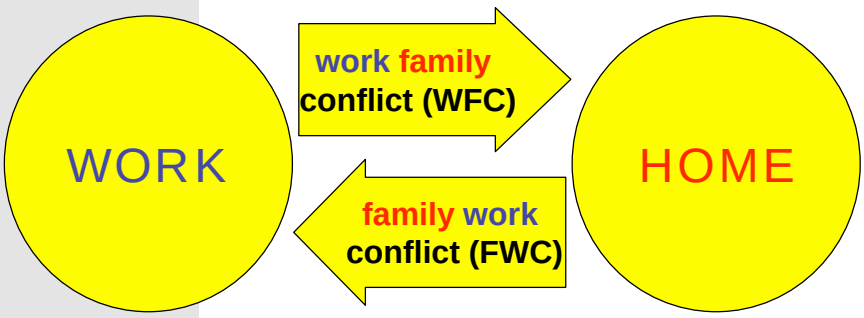
In this analysis:

- 27,603 registered nurses
- 8 countries

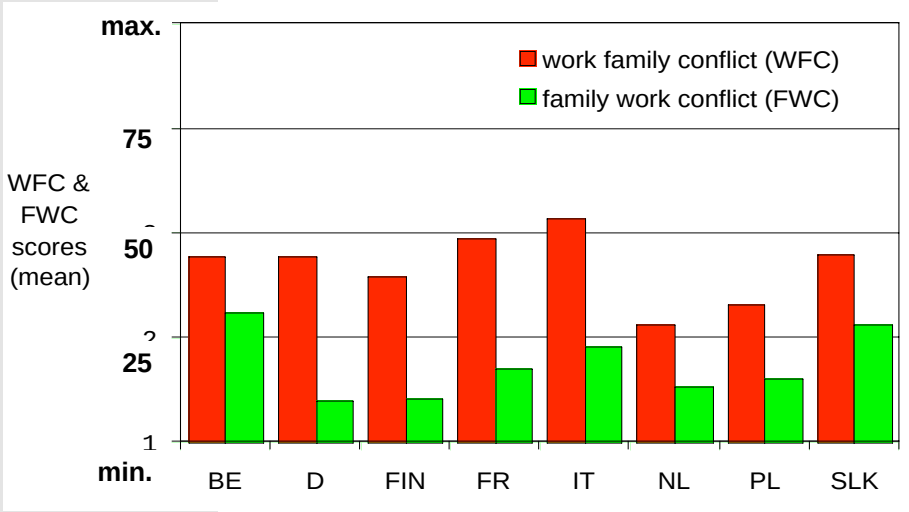
Work home conflict scale by Netemeyer et al. (1996)

- The demands of work interfere with my home and family life.
- The amount of time my job takes makes it difficult to fulfil family responsibilities.
- Things I want to do at home do not get done because of the demands of my job.
- My job produces strain that makes it difficult to fulfil family duties.
- Due to work-related duties, I have to make changes to my plans for family activities.

Work home conflict - 2 directions



Work family conflict & family work conflict scores (RN)



work family conflict - histogram

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the questions:

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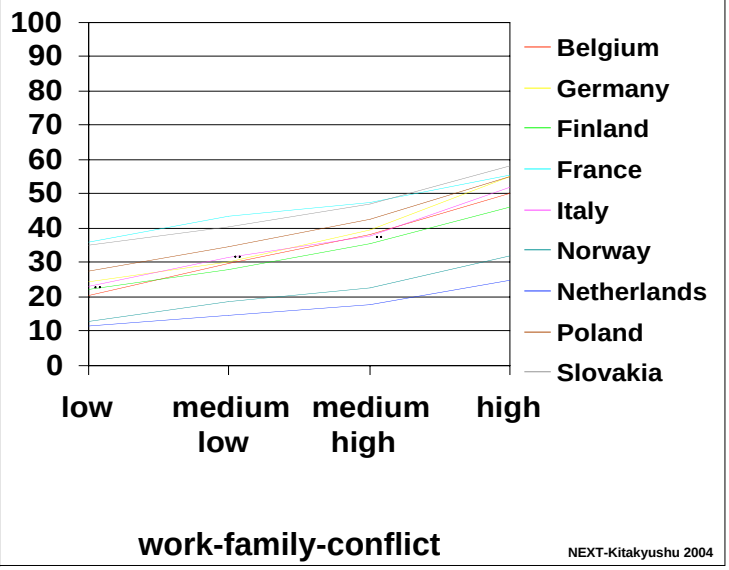
WFC vs *burnout* by quartiles



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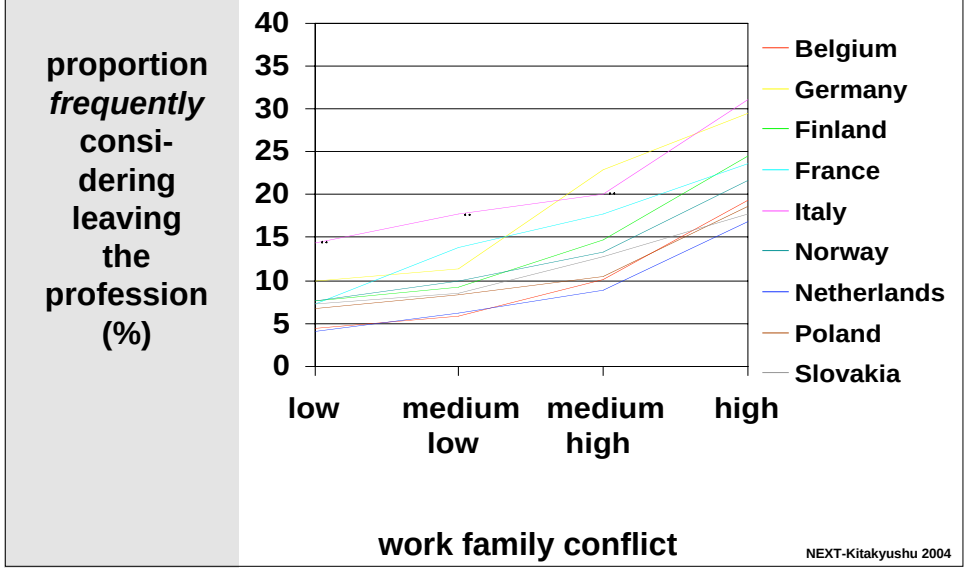
WFC vs *intention to leave the nursing profession* by quartiles



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the questions:

work home conflict (WHC):

1. intensity?
2. European comparison?
3. consequences?
4. Which aspects at work are responsible for WHC?

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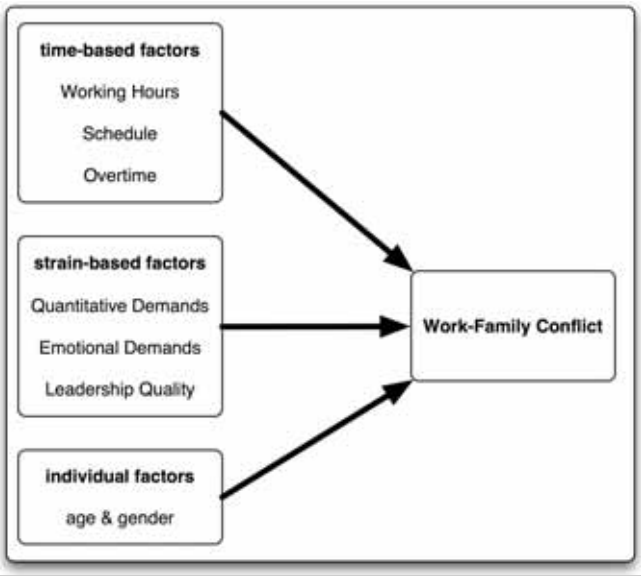
model of work family conflict (Greenhaus and Beutell (1985)



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causes of WFC - multiple linear regression

	1.	2.	3.	4.
Belgium	quantitative demands			
Germany	quantitative demands			
Finland	quantitative demands			
France	quantitative demands			
Italy	quantitative demands			
Netherlands	quantitative demands			
Poland	quantitative demands			
Slovakia	quantitative demands			

NEXT nurses' early exit study

causes of WFC - multiple linear regression

	1.	2.	3.	4.
Belgium	quantitative demands			overtime
Germany	quantitative demands		overtime	
Finland	quantitative demands		overtime	
France	quantitative demands		overtime	
Italy	quantitative demands	overtime		
Netherlands	quantitative demands		overtime	
Poland	quantitative demands	overtime		
Slovakia	quantitative demands		overtime	

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causes of WFC - multiple linear regression

	1.	2.	3.	4.
Belgium	quantitative demands	day & night shift		overtime
Germany	quantitative demands		overtime	
Finland	quantitative demands	not regular day work	overtime	day & night shift
France	quantitative demands		overtime	not regular day work
Italy	quantitative demands	overtime		
Netherlands	quantitative demands	day & night shift	overtime	
Poland	quantitative demands	overtime	not day shift	
Slovakia	quantitative demands	not day shift	overtime	

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causes of WFC - multiple linear regression

	1.	2.	3.	4.
Belgium	quantitative demands	day & night shift	working hours/week	overtime
Germany	quantitative demands	working hours/week	overtime	emotional demands
Finland	quantitative demands	not regular day work	overtime	day & night shift
France	quantitative demands	emotional demands	overtime	not regular day work
Italy	quantitative demands	overtime	gender (women+)	emotional demands
Netherlands	quantitative demands	day & night shift	overtime	working hours/week
Poland	quantitative demands	overtime	not day shift	quality of leadership
Slovakia	quantitative demands	not day shift	overtime	quality of leadership

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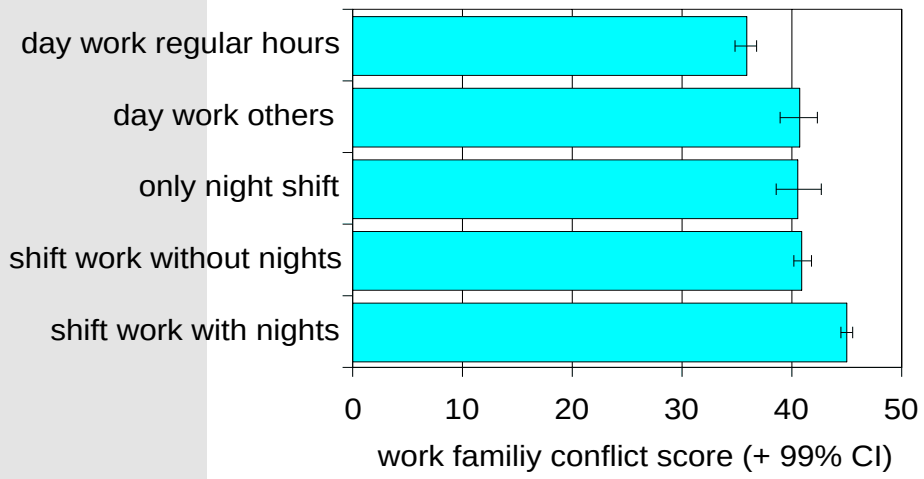
shift patterns and work family conflict



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summary results

- **quantitative demands** highest predictor (= perceived work pressure)
- **irregularity** is second predictor
- unpredictability = **overtime**
- leadership only on Poland and Slovakia
- international benchmarking shows that WHC is not inevitable
- WFC may be a psychosocial topic at OH work

NEXT nurses' early exit study

the NEXT-Consortium

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FIFTH FRAMEWORK PROGRAMME

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Thank you!

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