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**THE INFLUENCE OF JOB SATISFACTION TOWARDS TURNOVER INTENTION AMONG
NURSES IN YAN HOSPITAL**

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**CLEARANCE FOR SUBMISSION OF THE RESEARCH BY THE
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Titles of research report : The Influence of Job Satisfaction Towards Turnover Intention
Among Nurses in Yan Hospital

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I have reviewed the final and complete research proposal and approve the submission of the report for the evaluation.

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DECLARATION

We hereby declare that the work contained in this research proposal is original and our own except those duly identified and recognised. If we are later found to have committed plagiarism or acts of academic dishonesty, action can be taken in accordance with UiTM's rules and academic regulations.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

This chapter provide an overview of this study, which consists nine main sections. Beginning with the background of study, this chapter identifies the issues ascertain the research problem, research question and objective of this research endeavor. It also highlights the significance, scope of study that provide definition of terms, and concept used in this study and concludes with a discussion on the remaining chapters.

1.2 Background of study

Globally, a shortage of qualified nurses, higher turnover rates and low retention are ongoing issue for health organizations around the world (Buchan & Aiken, 2008). Bobbio and Manganelli (2015), concluded that nurse retention could be regarded as one of the world's leading healthcare organization challenges. This high turnover has increased the number of shortage nurses (De Gieter, Hofmans, & Pepermans, 2011). The nursing profession continues to face shortages due to lack of potential educators, high turnover and inequitable distribution of the workforce (Sawaengdee, et al., 2016).

Previous studies have highlighted that turnover causes monetary and non- monetary costs for healthcare organizations. Monetary costs are incurred through the hiring process of new employees. (Haider, et al., 2015), while non-monetary costs are related to the loss of knowledge and skills (Yamamoto, 2011) and the forfeiture of social capital (Sutherland & Jordaan, 2004). This has resulted that led healthcare organizations to experience increased cost and economic losses due to the continuous hiring of new nurses (Buerhaus, Auerbach, & Staiger, 2007). This can be seen in a few other countries that facing nursing shortage. For example, the United States of America has a nurse population ratio approximately 700:10 000 while in African countries like Uganda, the ratio is 6:10 000 (Atefi et al., 2014). Yet, both countries report nursing shortages (Buchan & Aiken, 2008).