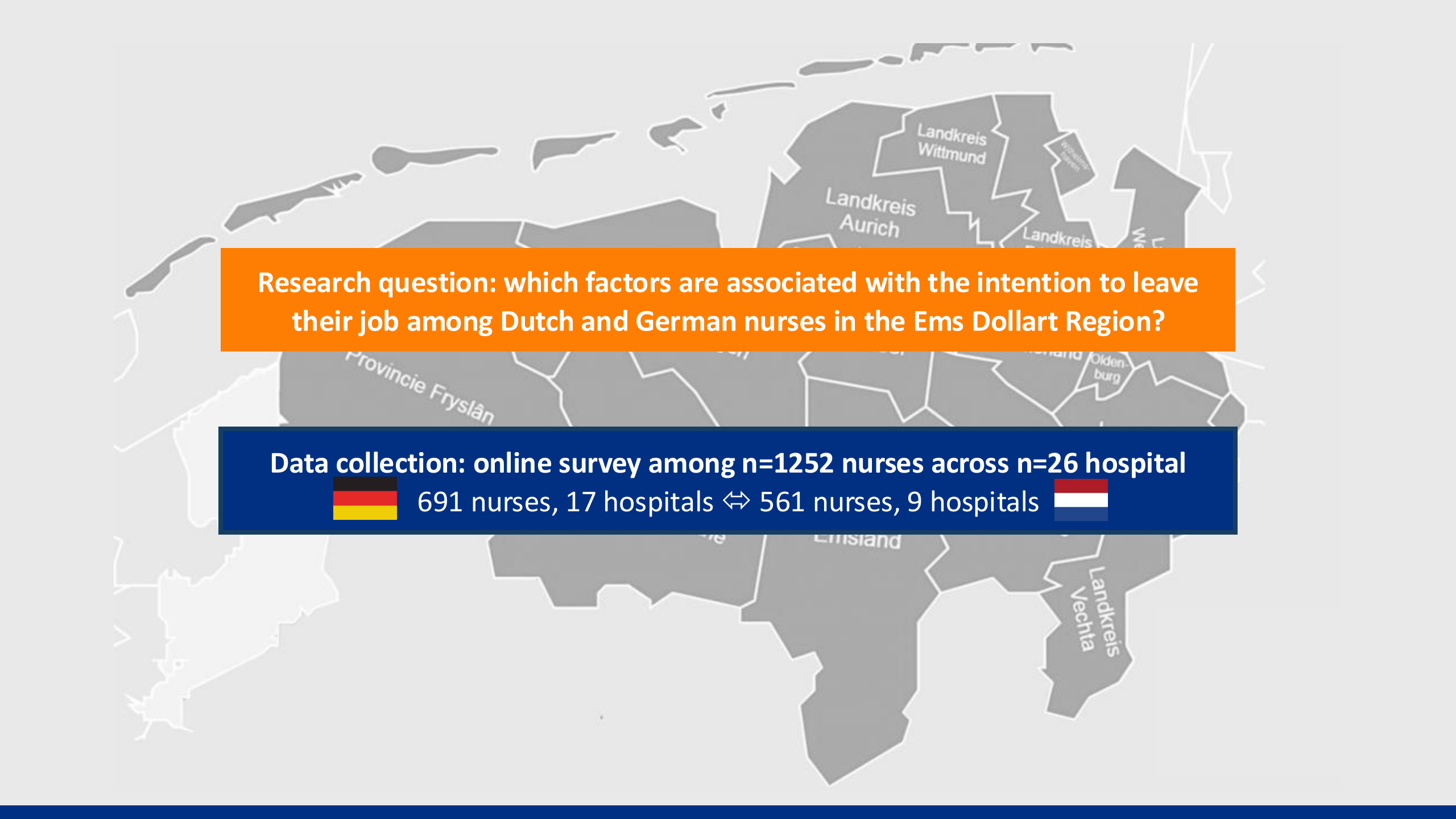


Opportunities from cross-border cooperation for the shortage of healthcare staff

Maaïke de Jong (MSc, MD) & Prof. Dr. Sandra Brouwer

Helge Schnack, MSc, Dr. Astrid Tuinman, Prof. Dr. Evelyn Finnema, Prof. Dr. Lena Ansmann



Research question: which factors are associated with the intention to leave their job among Dutch and German nurses in the Ems Dollart Region?

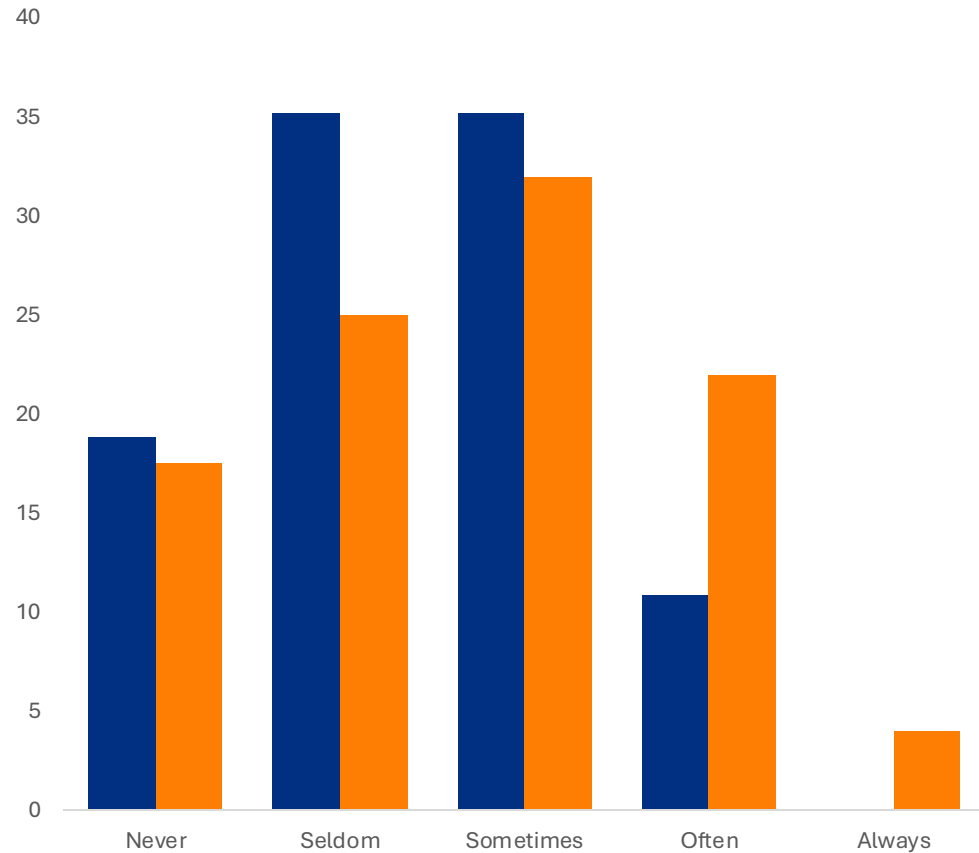
Data collection: online survey among n=1252 nurses across n=26 hospital



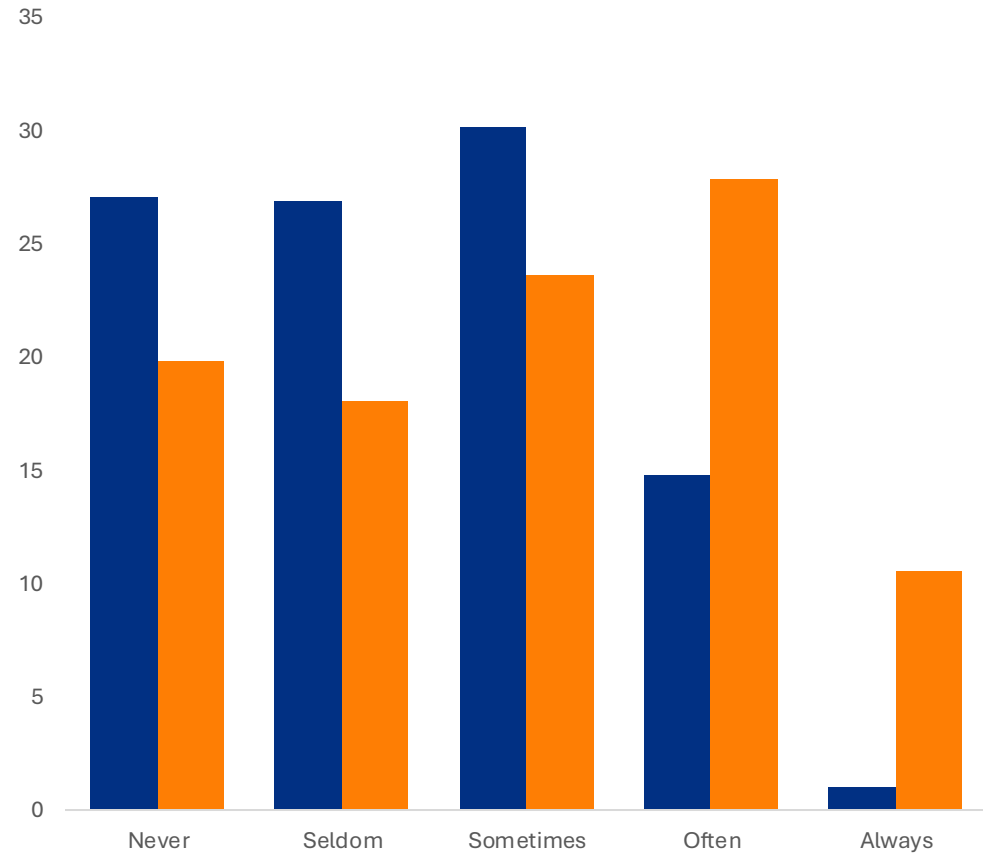
691 nurses, 17 hospitals ↔ 561 nurses, 9 hospitals



Comparison of turnover intention



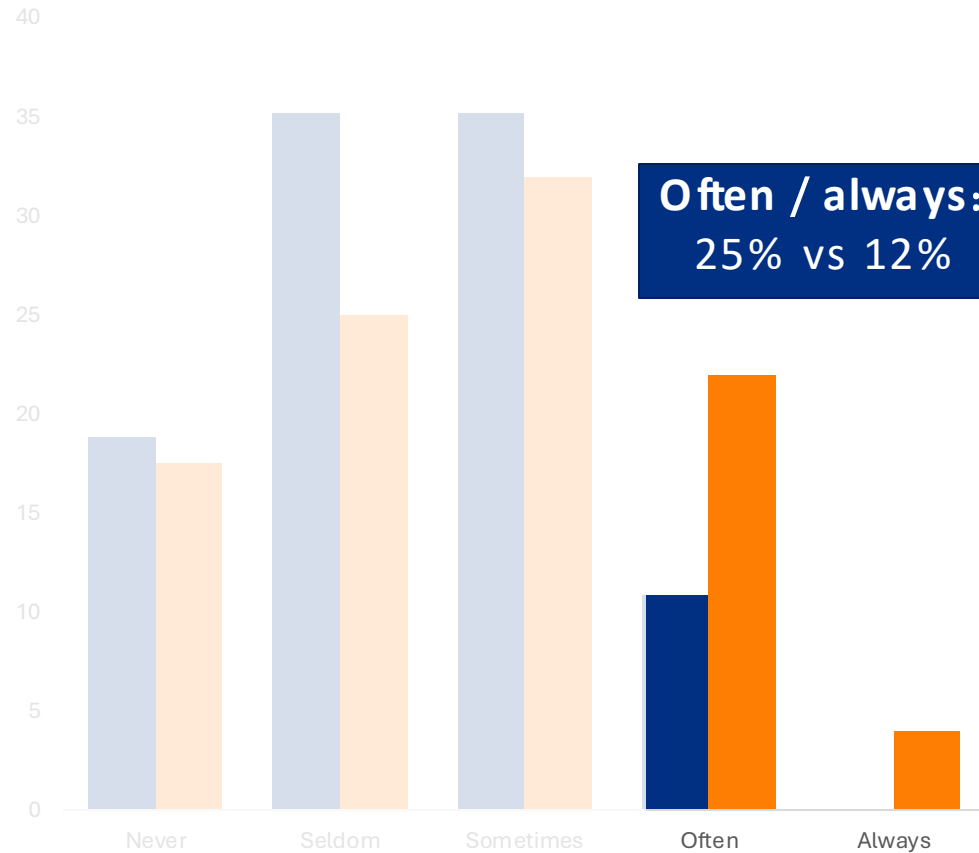
Another healthcare organisation



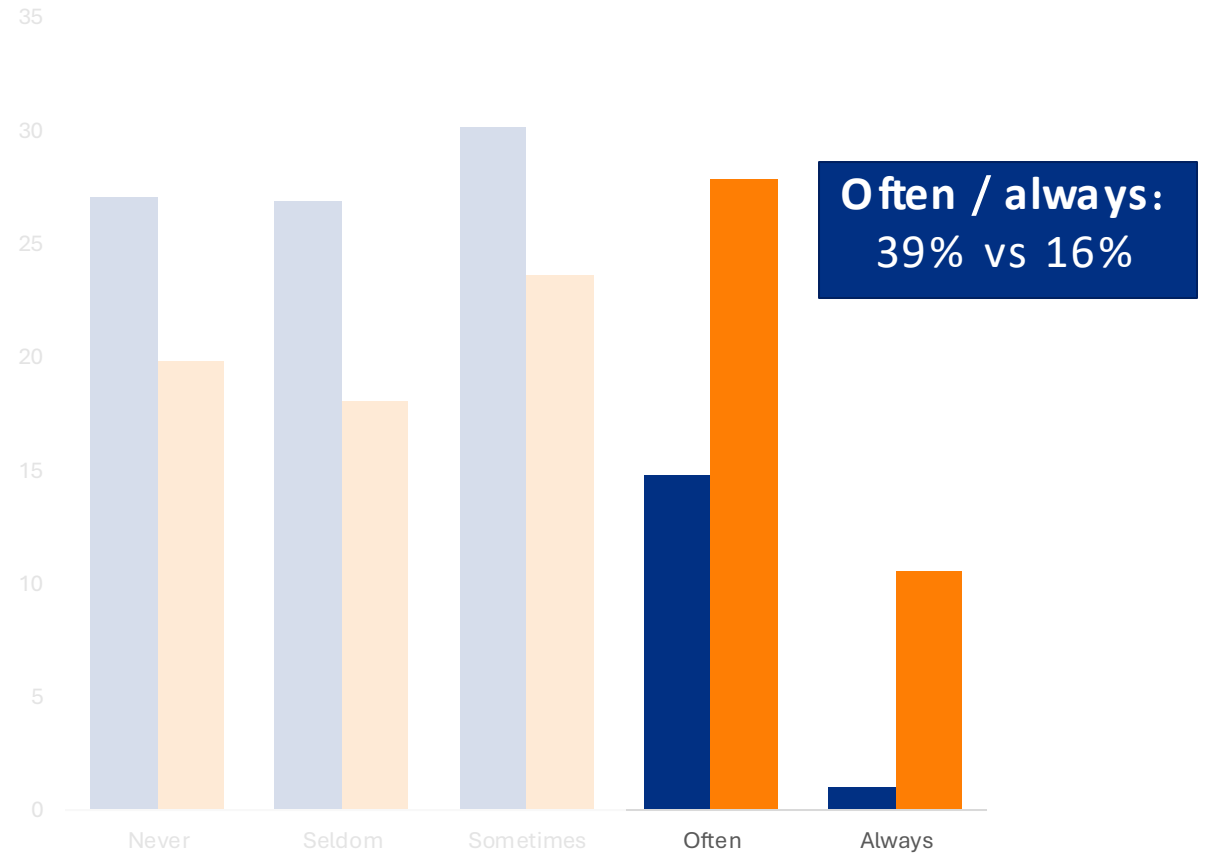
Outside the sector

 **Germany**  **The Netherlands**

Comparison of turnover intention



Another healthcare organisation

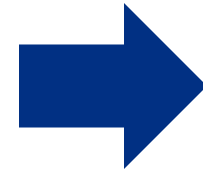


Outside the sector

Germany The Netherlands



Measuring psychosocial working conditions (COPSOQ) (Kristensen & Borg, 2000)

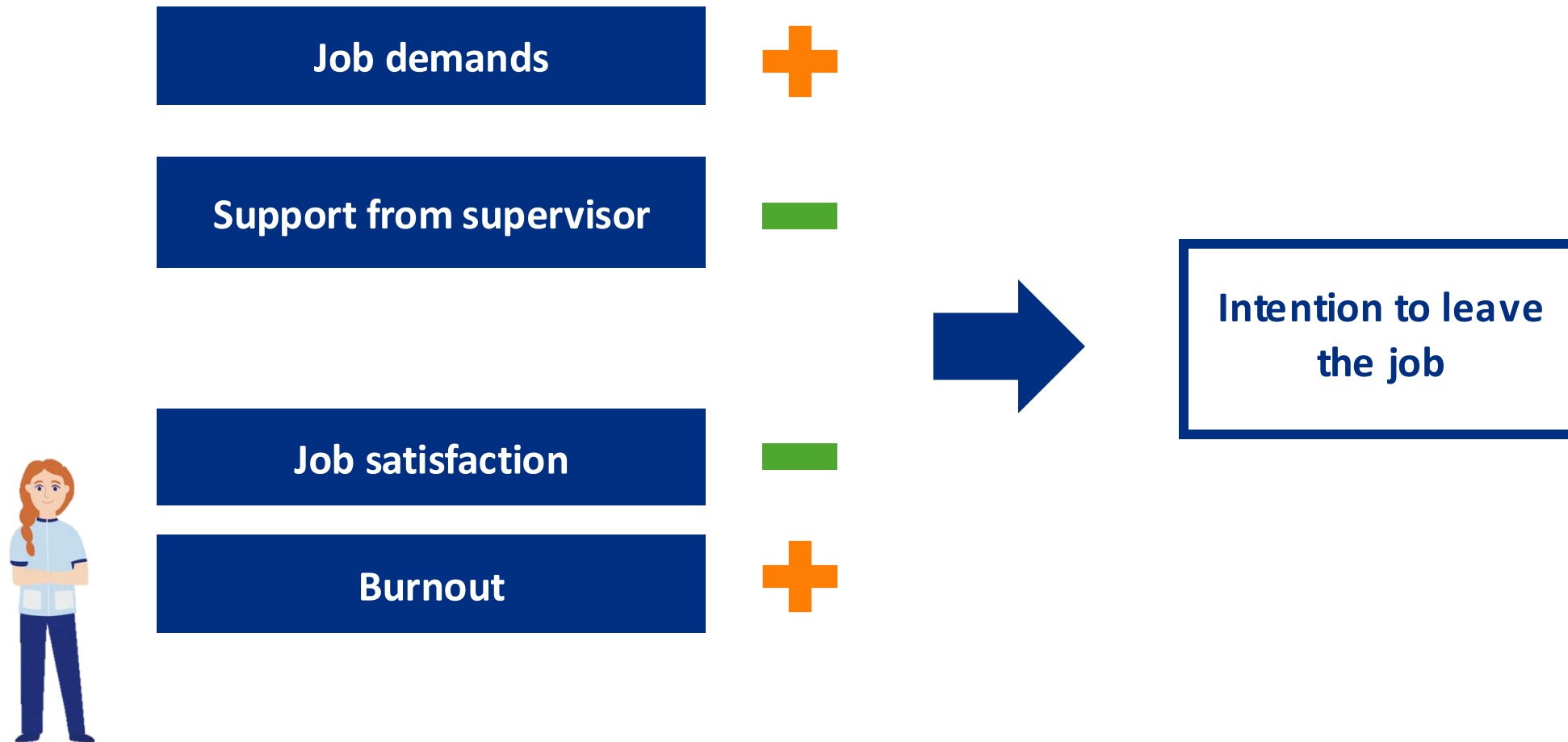


Turnover intention:
How often do you consider seeking employment with another healthcare organization / outside the sector

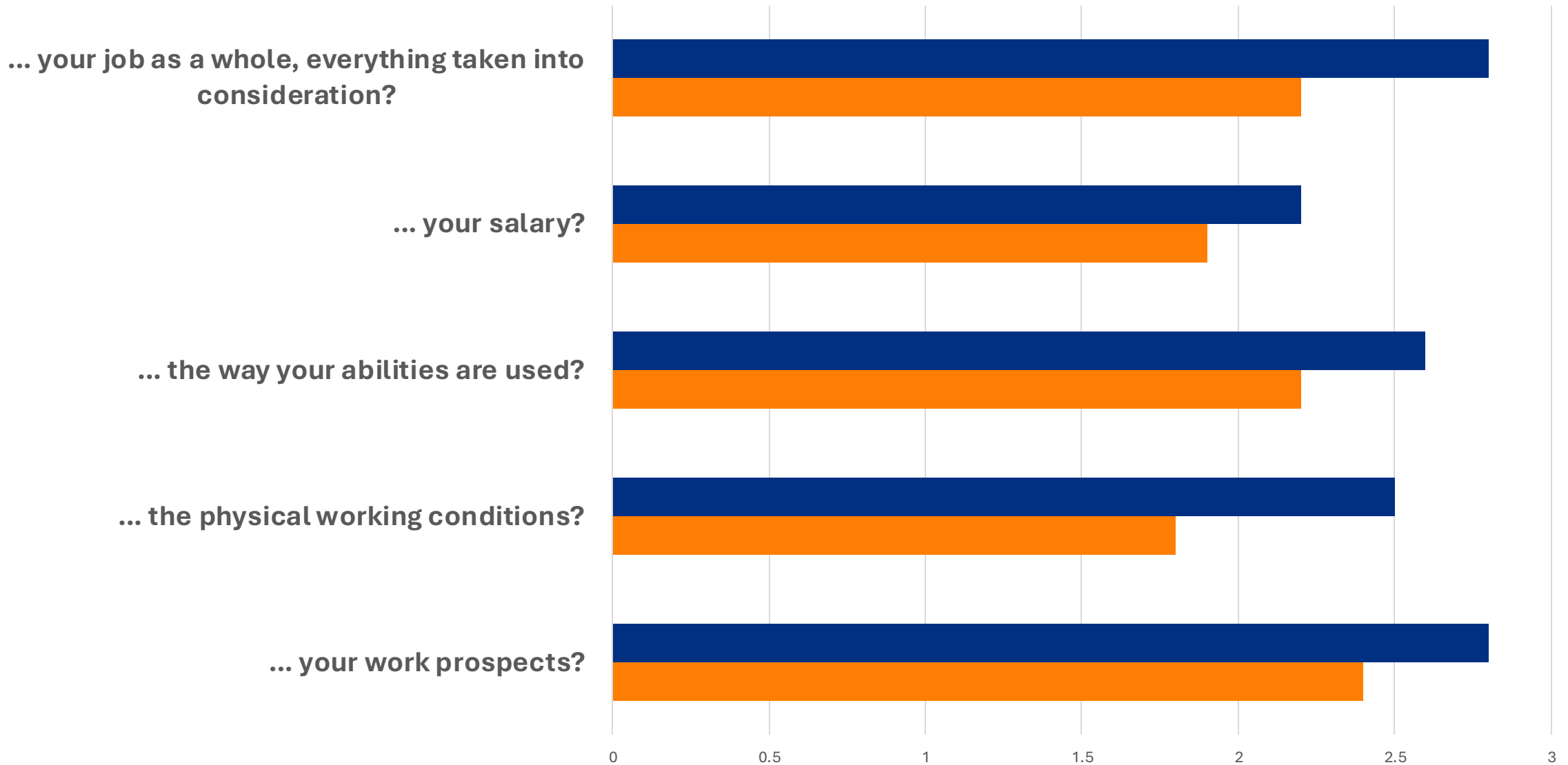
5-point scale: never - always

Control variables: Age, Organizational tenure

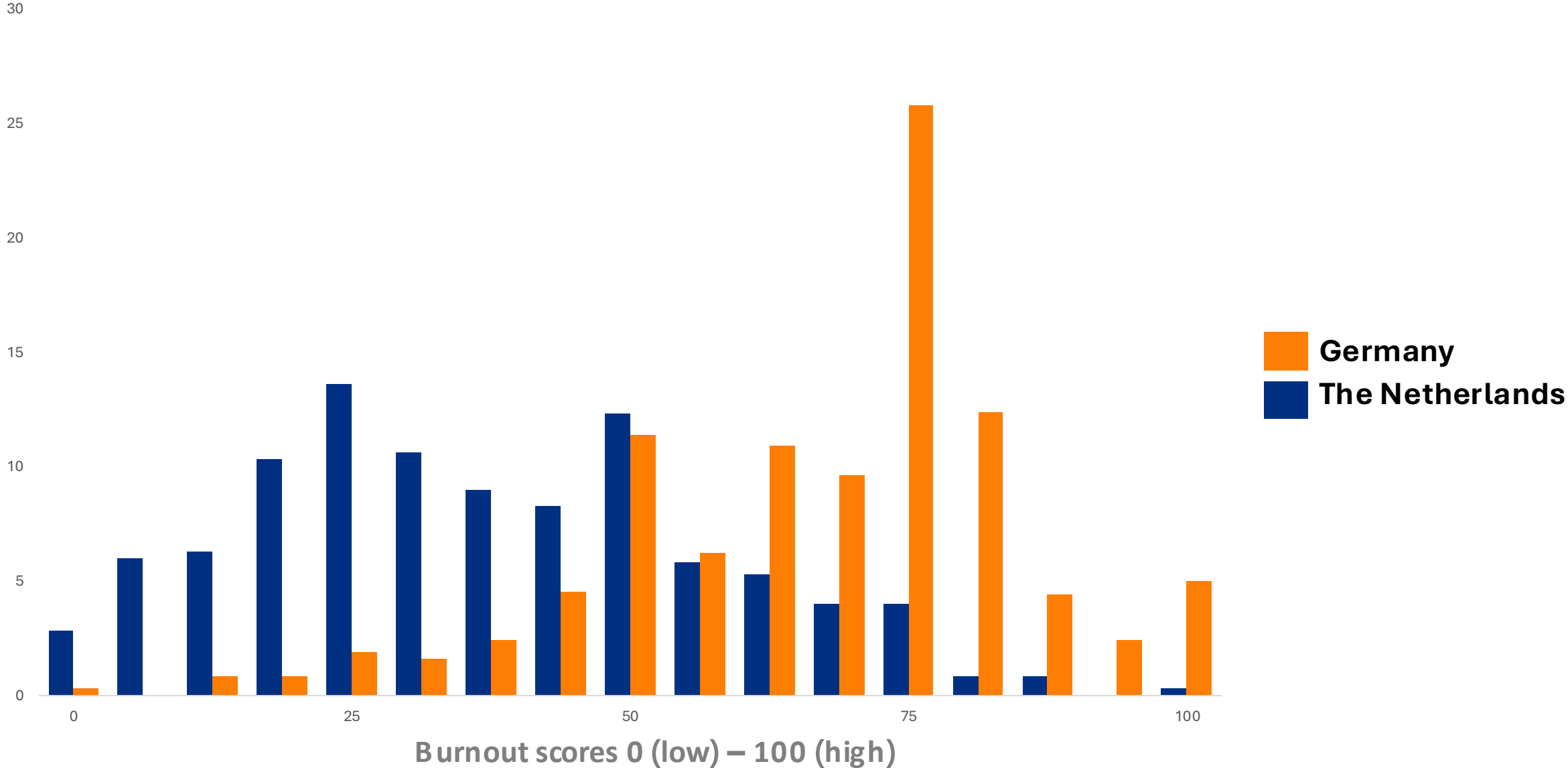
Work conditions and turnover intention



Job satisfaction



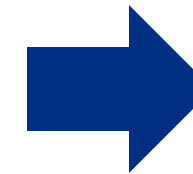
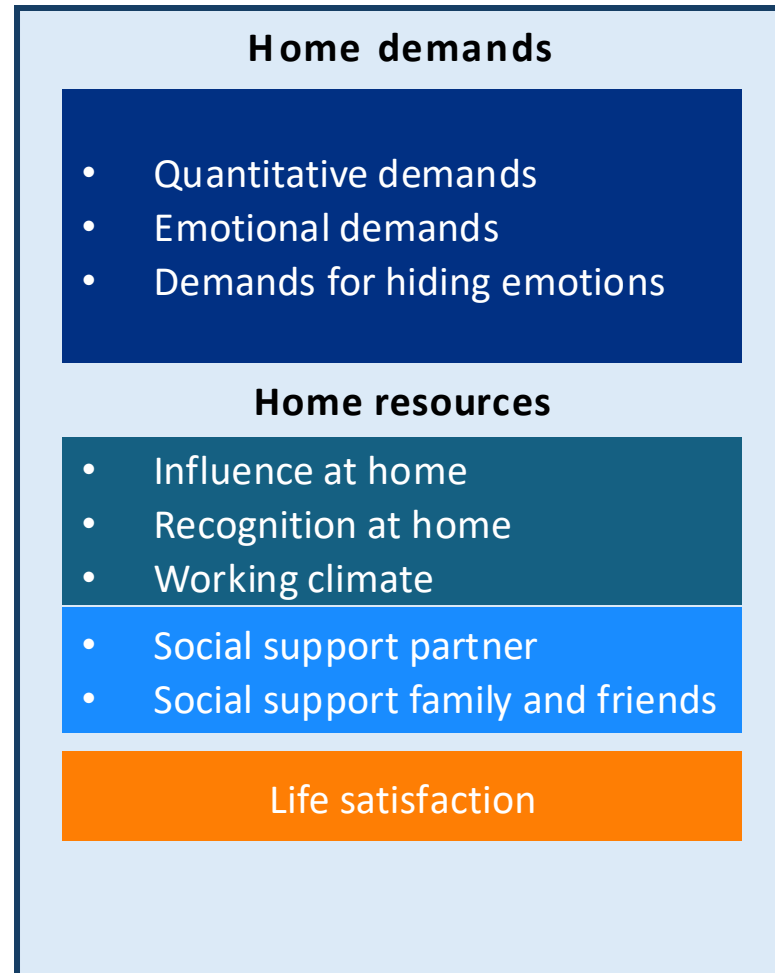
Burnout





Measuring psychosocial home conditions

(Adapted version COPS OQ)



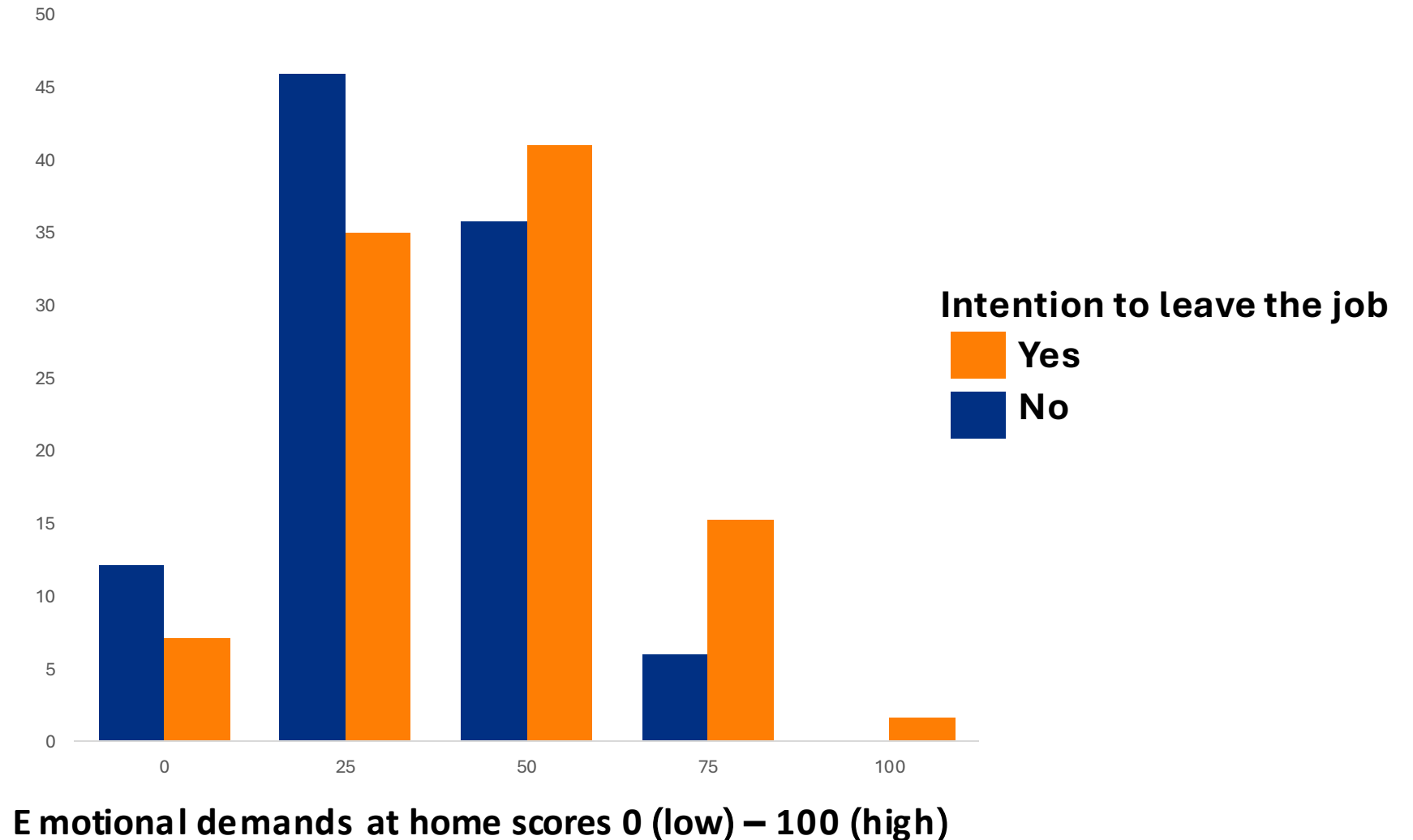
Intention to leave the job



Control variables: Age, Gender, Organizational tenure

Home conditions and turnover intention

Emotional demands at home
"Are you forced into emotionally difficult situations because of your private life?"





Lessons learned

- German nurses are more exhausted, experience less recognition by their supervisor, and more frequently think about giving up their job inside/outside healthcare
- A possible explanation can be that they are less satisfied with their (physical) working condition or job as a whole compared to Dutch nurses
- Exploring the role of home conditions among Dutch nurses stresses the relation between higher emotional home demands and turnover intention

Thank you for your attention!

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