

# EHMA 2024

Shaping and managing  
innovative health ecosystems

**Leaver profiles and the role of precipitating events in leaving  
intensive care –**

**A Qualitative Analysis of voluntary turnover of former ICU  
nurses from public hospitals in Austria**

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#EHMA2024

# Introduction & Study objectives

## A healthcare system without nursing staff is inconceivable

- Shortage of highly **specialised intensive care nurses** poses a significant problem
- Reduced nurse-to-patient ratio possesses **adverse outcomes on patient safety and the quality of delivered care** (Chau et al., 2015; Milstein & Schreyoegg, 2020; WHO, 2000)
- One main contributing factor to the nursing shortage in intensive care units are **precipitating events** -> “**shocks**” which enhance **voluntary turnover** (Holtom et al. 2005)

## Study objective

The study aims to

- (1) analyse the **origin and role of shocks** in the decision to leave and the impact of the **interplay of individual reactions** to shocks on leaving and
- (2) develop various **leaver profiles**.

# Methods

## Qualitative interview study

- **25** former ICU nurses
- Purposive sampling and snowballing technique
- Semi-structured interviews + interview notes
- **Pretesting phase-** Discussion of semi-structured interview questions with ICU nurses + pretest
- Study was approved by the **ethical committee** of the University of Klagenfurt
- 14 open-ended theoretically driven interview questions
  - *When did you first think about leaving intensive care?*
  - *What event or situation made you finally leave intensive care?*
  - *How did you decide to leave intensive care?*
  - *How did you actually leave intensive care?*

# Methods

- Data analysis with **Gioia methodology** (2013)
  - Combination of inductive and deductive coding based on the five career shock attributes of Akkermans et al. (2018):
    - Frequency
    - Predictability / controllability,
    - Valence
    - Duration
    - Source
- (1)** Free coding, focusing on informant-centric terms – **First order concepts** (50-100 codes)  
Participants are seen as “knowledgeable agents”
  - (2)** Research-centric coding– **Second order themes** informed by theory (Akkermans et al. 2018)  
Theory is combined with informant-centric terms
  - (3)** Development of process model – **Aggregate dimensions**  
Theory + informant-centric terms resulted in process model and various leaver types

# Preliminary result

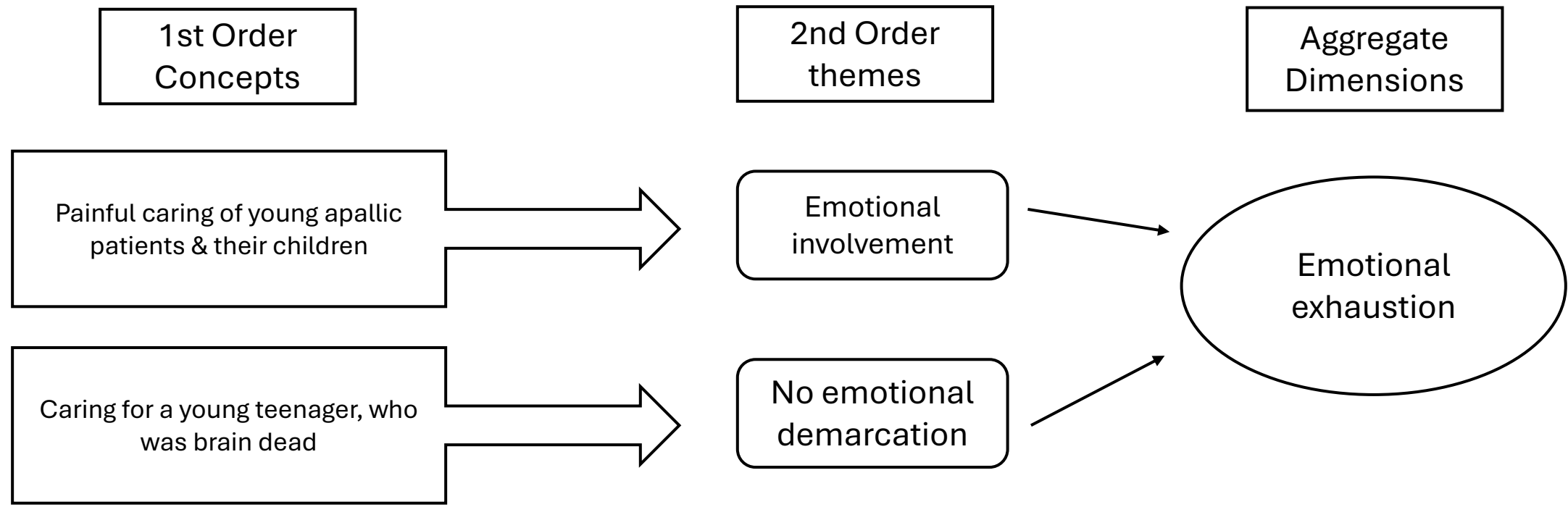
- 12 participants only left ICU, remained in nursing profession
- 13 participants left nursing profession completely

I	Remained in nursing profession	Age	Total years of employment	Years of employment in ICU	Gender	Additional education	Profession after leaving
I1	No	41-50	6-10	6-10	m	Yes	Cardiotechnology
I2	No	21-30	2-5	2-5	m	No	Employee
I3	Yes	>50	>20	11-15	f	Yes	Nurse
I4	Yes	31-40	11-15	6-10	f	Yes	Nurse
I5	Yes	>50	>20	>20	f	Yes	Nursing Care Quality Manager
I6	Yes	31-40	11-15	6-10	f	Yes	Nurse
I7	No	>50	16-20	16-20	f	Yes	Administrative employee
I8	No	41-50	>20	>20	f	Yes	Controlling
I9	Yes	31-40	11-15	2-5	f	No	Nurse
I10	Yes	>50	>20	2-5	f	Yes	Nurse
I11	No	41-50	11-15	11-15	f	Yes	Cardiotechnology
I12	No	31-40	11-15	11-15	f	Yes	Photographer
I13	Yes	31-40	11-15	2-5	f	No	Nurse
I14	Yes	31-40	6-10	2-5	m	No	Nurse
I15	Yes	41-50	>20	16-20	f	Yes	Nurse Manager
I16	No	21-30	6-10	2-5	f	No	Job Seeking
I17	No	31-40	16-20	16-20	f	Yes	Teacher for Nursing Sciences
I18	Yes	41-50	>20	6-10	f	Yes	Nurse/ OP Manager
I19	Yes	31-40	11-15	11-15	m	Yes	Nurse/ OP Manager
I20	Yes	31-40	11-15	6-10	f	Yes	Nurse
I21	No	41-50	6-10	6-10	f	Yes	Finance and Controlling
I22	No	31-40	11-15	11-15	f	Yes	Administrative employee
I23	No	41-50	>20	>20	f	Yes	Discharge manager
I24	No	31-40	16-20	16-20	f	Yes	Study nurse
I25	No	31-40	2-5	2-5	f	No	Social worker/ Sexual educationist



# Preliminary results

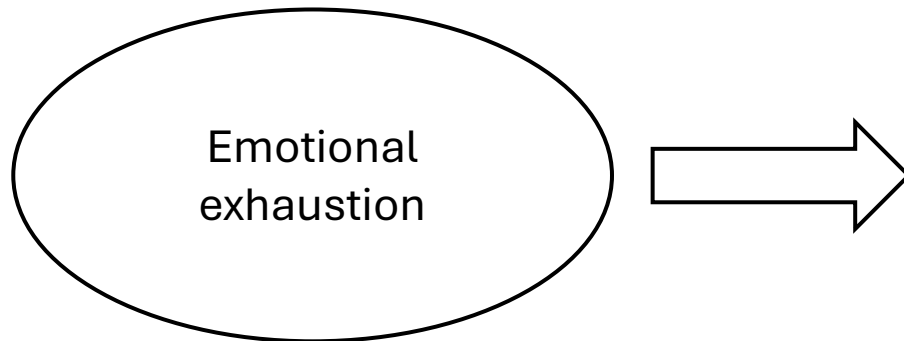
## Origin of shocks



# Preliminary results

## Origin of shocks

### Anchor example



When I think of a young mother whose child was the same age as my child at the time, yes, the mother was very young and was apallic. The child lay on top of her mother and said, "Mum, when are you going to wake up? These are things that are very stressful for me. And still are. I think a lot about this situation. Those were things like that, or when the children in particular come and ask me when their mum is finally going to wake up because she sleeps so well. These are things that are very painful. I don't want these situations anymore. These made me quit intensive care. (Interview 20, item 54)



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# Thank you for your attention!

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# Literature

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