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The Necessity of Institutional Research in Hospital Nursing Departments to Prevent Early Turnover of Newly Employed Nurses

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Abstract – Hospitals in Japan have a problem with early turnover of newly hired nurses, much as colleges do. Institutional research (IR) at universities has been steadily accumulating information about how to prevent students from dropping out over the last several years. In contrast, it is uncommon to perform IR to address the early turnover of newly engaged nurses. This may be due to the fact that IR is still a relatively new idea in Japanese hospitals and as a result, there is a paucity of knowledge about it. On the basis of current research and challenges related to the avoidance of early nurse turnover in Japanese hospitals, we will discuss the relevance and need of IR in hospital nursing departments.

Keywords—newly employed nurse, early turnover, IR in hospital nursing department.

I. Introduction

MHLW recently updated the "Act on Public Health Nurses, Midwives, and Nurses" and the "Act on the Assurance of Work Forces of Nurses and Other Medical Experts" to partly reflect the new policy on nursing professionals. These revisions were designed to increase the quality of nursing, to guarantee medical safety, and to minimise early turnover in the field of healthcare. As a result of these revisions, clinical training for newly hired nurses is now required by law. In addition to the revisions, MHWL also established training recommendations for newly recruited nurses [1].

From 2007 to 2010, the turnover rate of newly hired nurses in Japan was between 8% and 9%, but it dramatically decreased to 7.5 percent in 2011. Newly hired nurses' training programmes have been improved as a result of the application of MHLW recommendations.

In addition to conventional preceptorship, the new training method included on-the-job training and mentoring, lectures on fundamental nursing staff attitudes, and extremely intrusive technical exercises [2]. According to the "2017 Hospital Nursing Survey" conducted by the Japan Nursing Association (JNA), the turnover rate for regular employees was 10.9%, while the rate for newly hired nurses was 7.5%. Since 2011, the turnover rate has been at roughly 7.5 percent [3]. Large cities (by prefecture) and small hospitals have a high incidence of the disease (by number of beds). This year's outcomes were consistent with those of previous years. After years of focusing on circumstances in the workplace and education, JNA found that a more thorough examination of the effects of variables such as hospital location, bed count, clinical bed function, and more was required [3]. However, it is still unclear what data would be gathered and how it will be analysed.

That's why the emphasis of this study was on institutional research (IR). For the last three years, our institution, which includes a department of nursing, has been presenting at the annual Department of Scientific and Industrial Research conference. Our presentation two years ago focused on the high rate of student dropouts at our institution, and that experience sparked the idea for this year's topic.

II. Student Dropout And Institutional Research At Universities In Japan

Students in Japan have been dropping out at an increasing rate in recent years [4]. The word "dropout" has both good and negative implications, including "economic hardship" and a decline in one's motivation to learn [4]. For the student, schools, universities, and society as a whole, the loss of educational resources and investment when a student has to drop out of college or university is a major blow.

At both the macro and local levels, the issue of student dropout has been examined. Micro-level studies, on the other hand, are based on data from individual student counselling sessions targeted at preventing students from dropping out of school [4][6]. According to EMIR, dropout concerns have been investigated at both Yamagata University [8] and Kyoto Koka Women's University [9]. With the help of Grants-in-Aid for Scientific Research, researchers have looked at dropout prevention [10]. Machine learning has recently been used to predict student dropout, and it has shown to be a useful analytical tool [11][12] [13][14].

Thus, university investigations and research on student dropout via IR have improved our understanding and techniques for preventing student dropout.

III. Research Trends And Issues On Prevention Of Early Urnover Of Newly Employed Nurses At Hospitals In Japan

A *Nurse Shortage and High Turnover Rate as Common Issues Worldwide*

A scarcity of nurses and a high total turnover rate are widespread problems across the globe [15]. [15] Nursing staff turnover has been studied extensively in several large-scale global surveys like the NEXT study, which was conducted in 2002 across ten European countries [16], research on international comparisons of the working environment of nursing staff, [17], and research on

"magnet hospitals," which focused on hospitals in the United States with high nurse retention rates in the 1980s [18].

B *Research on Nurse Shortage and High Turnover Rate Worldwide: A literature Review*

Turnover and desire to quit have a substantial association, but turnover and work satisfaction have a modest negative correlation. Increased absenteeism may be an indicator of turnover as much as actual retirement, which is more closely linked to the desire to leave than work satisfaction [20]. Research by Hayes et al. in 2006 found that organisational variables, individual characteristics and the economy all had an impact on turnover. It is important to note that organisational elements such as workload burden, timetable, management style and duty roster, as well as individual characteristics such as age, nursing experience, and salary, all have a role. Nurse turnover continues to be a major problem in health care, and longitudinal study is required to better understand the link between nurse turnover, associated expenditures, and the effect on patients and health care teams [22]. [20] Physical and mental health condition has been demonstrated to be correlated with nurse turnover [23]. [24][25].

Presenteeism, which is described as "sick and yet working" [26], has been a prevalent occurrence in the workplace since the start of the twenty-first century. Scholars in mental health, nursing management, public hygiene, and occupational health have been studying the topic of nurses' presenteeism [27][28]. Progress has been made in the study of nurses' presenteeism during the last two decades. Due to intense workloads, shift work, and irreplaceable responsibilities, the nursing profession is susceptible to presenteeism [29][30]. Presenteeism is an issue that has been studied extensively in North America and Europe [31]. A number of factors, including job pressure [32], work stress [33], and depression [34], have been linked to presenteeism. In addition, a number of attitudes and behaviours have been linked to presenteeism, including as quality of care [35], personal health [36], job satisfaction [37], and work burnout [38]. As a result, the quality of nurses' treatment, work satisfaction, and job choice may all be severely impacted by presenteeism, as well as the direct and indirect losses to organisations.

There has been much research about nurse turnover, but none of it is based on information gathered via inductive reasoning.

C *Research on Early Turnover of Newly Employed Nurses in Japan: A literature Review*

In 2019, we did a thorough literature analysis on how new nurses in Japanese hospitals adjust to their new roles. The following are the seven types of previous research: In addition to study on the gaps and reality shocks of new nurses and research on stress, there is also research on new nurses' personal talents, elements of adaptability, seniors' participation with artisans, concerns and challenges, and other new nurses' research. As a result of this study, we've discovered the best ways to keep new nurses from quitting early [40].

While this is a common tendency worldwide in terms of nurse turnover studies, the results in Japan are based only on traditional research techniques such as surveys, questionnaires, interviews, and case studies.

IV. Discussion

The number of nurses working in Japan is rising by an average of 30,000 each year, but MHLW has predicted that by 2025, there will be a shortage of at least 60,000 and at most 270,000 nurses [41]. It's for this reason that the MHLW has been working on programmes such as "assistance for returning to work," "preventing turnover and boosting retention of employment," and making nursing personnel feel safe.

According to Figure 1, there has been no improvement in the turnover rate of newly hired nurses since 2011. Despite extensive domestic and worldwide study into the variables driving nurse turnover, the lack of nurses and the rate of nurse turnover have not improved in Japan or globally, as previously indicated. Because of this, it is probable that a new approach to studying nurse turnover is required.

As a result, we are focusing the attention of researchers on IR, a subject that has gained traction in the last several years. "Organizational concept and a systematic set of operations meant to allow educational institutions to exercise greater control over their student enrollments, in order to shape the enrollment of an institution and accomplish predefined objectives" is how EM is defined in the field of higher education. Data analysis and other scientific marketing strategies are used in EM to ensure that the university's management's plan–do–check–a cycle is a permanent one. Modern marketing at universities includes more than simply recruiting students or requesting funds; it also includes arranging activities that produce student value and continuing to optimise its worth for the institution's students. EM can't function without IR.

University dropout rates have been steadily rising over the last several years, therefore efforts to improve student retention have been made. With the help of this movement, hospital nursing departments and nursing staff management may be able to improve the concept and practise of IR in order to combat the high rate of early nurse turnover. We think it's worth a shot in the hospital nursing departments since it's never been done before.

It is the mission of IR "to offer objective, methodical, and complete research that supports the institution's enrollment objectives," according to Zimmer (42). This includes the collecting, analysis, and interpretation of information descriptive of an institution and its activities, including its students and staff; programmes; management; and operations. For both academic and administrative officials, the results of such an IR may aid in planning and decision making."

Because of this, IR results should be more effective in helping the institution meet its enrollment objectives, plan, formulate policies, and make decisions than the results of traditional research on nurse turnover. So we conclude that IR is necessary to avoid the early turnover of newly hired nursing staff in hospitals.

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