



THE REVOLVING DOOR: Understanding Why Employees Leave

LeadingAge Kansas is an association of 160 non-profit service providers for the aging dedicated to promoting policies and practices that empower the aging community of Kansas.

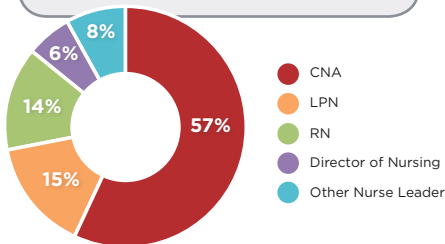


What factors contribute to the high turnover rate for nurses and nurse aides in the long-term care community?

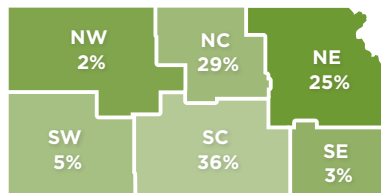
PARTICIPANTS

471 RESPONDENTS

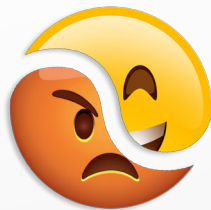
Over 2,300 nurses and aides from across the state of Kansas were invited to participate in this research. Twenty percent of those individuals invited agreed to share their opinions to better understand the highs and lows of long-term care employment.



Represents participants' region of employment



JOB SATISFACTION



Overall, participants were more satisfied than dissatisfied.

Average score is 5.12 out of 7

Participants were given 39 job satisfaction statements, covering 8 areas of employment. Average satisfaction based on statement agreement.

- 30% 😄 7 - Strongly Satisfied
- 22% 😊 6 - Satisfied
- 15% 😌 5 - Somewhat Satisfied
- 14% 😐 4 - Neither Satisfied nor Dissatisfied
- 7% 😞 3 - Somewhat Dissatisfied
- 6% 😓 2 - Dissatisfied
- 6% 😡 1 - Strongly Dissatisfied

77% RESPONDED FAVORABLY

Most satisfied with Orientation / Training (5.55 out of 7)

ONLY 58% RESPONDED FAVORABLY

Least satisfied with Compensation (4.72 out of 7)

84% OF PARTICIPANTS REPORTED "HELPING RESIDENTS" AS THE PRIMARY REASON THEY ENJOY THEIR JOB.

TOP REASONS FOR DEPARTURE

- 1 BETTER SALARY / BENEFITS**

• 20% of participants reported they would leave their job for better salary / benefits
- 2 POOR LEADERSHIP**

• 19% of participants reported they would leave their job due to poor leadership
- 3 INADEQUATE STAFFING / HEAVY WORKLOAD**

• 17% of participants reported they would leave their job due to understaffing and high work demands.

TOP IMPROVEMENT OPPORTUNITIES

- Participants were asked... What one change would make the biggest impact on your desire to stay in your job long-term?
- 1 ADD ADDITIONAL STAFF / SUPPORTS**

• 20% of participants
 - 2 INCREASE PAY**

• 16% of participants
 - 3 IMPROVE TEAMWORK / ATTITUDES**

• 14% of participants

3 TAKEAWAYS

- Nurses and aides serve in their roles out of a desire to help others.
- Nurses and aides leave their jobs most often due to low pay and poor leadership.
- The single greatest impact on job retention would be adding more staff and supports to cover the needs of the organization.

