

## Discoveries of Distinction

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### Job Satisfaction, Burnout, and Turnover Intention Among Certified Registered Nurse Anesthetists



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Certified Registered Nurse Anesthetists (CRNAs) are essential members of the surgical team, and demand for them is increasing as the United States tries to control healthcare costs. Despite the economic benefits of employing CRNAs, like other highly trained healthcare professionals, CRNAs are difficult and expensive to replace. To maximize their added value, it is important for healthcare management to understand how job dissatisfaction and burnout contribute to turnover intention. To explore this relationship among CRNAs, a randomized sample was collected via an electronic questionnaire, which included

validated scales assessing work climate, work context factors, personality dimensions, burnout, job satisfaction and turnover intention. The average participant was 48 years old, had 16.5 years of experience, and worked for their current employer for 8.4 years; and of the 266 participants, 60 percent were male, 72 percent employed full time, 18.1 percent worked in an academic hospital, and 23.3 percent intended on leaving their current place of employment within the next two years. Burnout was predicted by both personality and work climate factors; job satisfaction was predicted by work climate and work context factors. Burn-

out and job satisfaction predicted turnover intention. Based on these findings, healthcare management interventions directed at employee personality dimensions, improving work climate and work context factors, will decrease CRNA staff turnover. ■

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