Quality of Work Life Level

Work Life/Home Life Dimension
- Family and family needs
- Energy after work
- Working hours/shifts
- Policy for vacations

Work Design Dimension
- Job satisfaction
- Workload
- Autonomy
- Non-nursing tasks
- Interruptions
- Time to do jobs
- Workforce (Staffing)
- Patient care

Work Context Dimension
- Management
- Co-workers
- Growth opportunities
- Work environment

Work World Dimension
- Image of nursing
- Payment
- Labour market
- Security of Job
- Belief in nursing

Demographics
- Gender
- Age
- Marital status
- Dependent children
- Dependent adults
- Nationality
- Ethnicity
- Education level
- Nursing tenure
- Organisational tenure
- Positional tenure
- Location of PHC
- Salary per month

Turnover Intention