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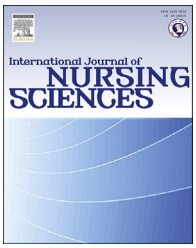

Review

Nurse turnover research in China: A bibliometric analysis from 2000 to 2015

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ABSTRACT

Objectives: The study was conducted to make a bibliometric analysis of published literature in order to assess the research status of nurse turnover in China.
Methods: We obtained 239 papers from two major electronic databases, CNKI and Wanfang from 2000 to 2015 (updated to 31st, December). Articles in languages other than Chinese were excluded. The keywords used were 'nurses' or 'nursing staff' and 'leave' or 'intend to leave'.
Results: A total of 239 articles met the inclusion criteria, including 33 masters' dissertations and 206 journal articles. 206 articles were published in twenty-five kinds of journals in China. Nursing journals had the biggest share, about (88%, 181/206). 82% (196/239) articles are quantitative research. 239 articles come from 26 different provinces, cities or autonomous regions. The top ten regions which have the largest number of publications are Beijing, Shandong, Shanghai, Guangdong, Heilongjiang, Jiangsu, Hunan, Zhejiang, Hubei, Liaoning provinces. The coauthored articles account for 75% of all the publications. Only a small fraction of research works has obtained fundings.
Conclusion: Further studies are greatly needed on the development of sound measures to tackle nurse turnover and shortage. The following improvements should be made, such as strengthening nursing researcher' consciousness and capability and increasing nursing fundings in China.

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Contents

1. Introduction . . . 209
2. Methods . . . 209
2.1. Inclusion criteria . . . 209
2.2. Exclusion criteria . . . 209
2.3. Searching strategy . . . 209

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2.4. Searching results 209
2.5. Data abstraction 210
3. Results 210
3.1. Publication growth from 2000 to 2015 210
3.2. Published journals 210
3.3. Type of research 210
3.4. Geographical analysis 210
3.5. Coauthorship 210
3.6. Research funding 210
3.7. Research field 210
4. Discussion 211
5. Conclusion 211
References 211

1. Introduction

With rapidly growing and aging population in the world, the widespread nursing shortage and nurses' high turnover rate have been becoming a global issue [1]. Over the past decade, constantly, looking for measures has been taken to solve these problems, such as increasing the number of nurses [2,3]. However, nurse shortage remains an unsolved issue. According to the reports, 13% of the newly registered nurses quit their jobs in the first year after work, and 37% of nurses choose to leave their nursing profession [4], and nursing shortage will reach 1.05 million by 2022 [5]. Therefore, reducing nurse turnover rate is an important way to alleviate the shortage of nurses [6].

China also faces a severe nurse shortage and high nurse turnover rate. According to the Ministry of Health estimated that the nursing workforce in China was 2,244,000 persons—a ratio of 1.85 nurses per 1000 people [7]. The long-term development planning for medical and health personnel (year 2011–2020), there were only 2,783,000 registered nurses (RNs) in 2013, With an increasing aging population, 2,860,000 and 4,450,000 RNs are needed by the end of 2015 and 2020 respectively [8]. The number of graduates from all programs each year is not sufficient to meet the needs of the country. Furthermore, nurses' poor working conditions are related to the shortage. Conditions include the hard work and relative lower pay that causes work stress and dissatisfaction, the nurse turnover rate is increasing [9]. According to Tang, the loss of nursing staff is most severe in the eastern regions, with a nurse turnover rate of 18.69% [10]. The government has paid more and more attention to the construction of nursing team [11], and a large number of studies have been performed on the turnover of clinical nursing staff. But there is a lack of a bibliometric analysis over nurse turnover in China. To this aim, this study was performed to have a better picture of nurse turnover studies in China.

2. Methods

2.1. Inclusion criteria

Based on 'China science and technology periodical citation report' published in 2014, we chose publications from Chinese core journals with impact factor above 0.5 and masters' dissertations.

2.2. Exclusion criteria

The following studies were excluded: (a) duplicated publications, conference minutes and papers which don't provide in-depth research and analysis of nurse turnover. (b) Papers on non-clinical and on-the-job nurses such as training nurses, nurses students, and practice nurses. (c) Articles which don't provide sufficient research information or data.

2.3. Searching strategy

The literature retrieval was led by a research supervisor and implemented by a doctor and three research students, four nursing staffs and a doctor. The keywords used were 'nurses' or 'nursing staff' and 'leave' or 'intend to leave', 239 papers on nurse turnover were obtained from two major electronic databases, CNKI and Wanfang from 2000 to 2015 (updated to 31st, December). Research subjects of these studies cover theoretical research, quantitative or qualitative research on nurse turnover.

2.4. Searching results

A total of 1121 articles met the inclusion criteria. 612 and 509 articles come from CNKI and Wanfang databases respectively. 882articles were excluded, leaving 239 articles consisting of 33 master dissertations and 206 journal articles.

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