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Abstract:

Introduction: The study aim is to discuss procedural issues related to the collection and analysis of quantitative and then qualitative data in two consecutive phases within a single study. A mixed-methods sequential explanatory study of the role social support received at work and at home, personal characteristics, and work factors play in guiding psychiatric nurses’ decisions to turnover is used to illustrate these issues. Significance: A methodological overview of issues including decisions on priority given to the quantitative and qualitative data analysis and collection, the sequence of data collection and analysis, and the stages in the research process at which quantitative and qualitative data are mixed (integrated) offers practical guidance in addressing issues of the mixed-methods design.

Method(s): Statistical data were obtained when 321 psychiatric nurses completed the Survey of Perceived Organizational Support (1986), the Multidimensional Scale of Perceived Social Support (1988), and a demographic form. Text data were obtained when 11 participants were purposefully selected from those who completed the surveys to participate in follow-up interviews to expand on the variables found to be significant predictors of psychiatric nurse intent to turnover in the initial quantitative phase. Analysis: Quantitative data were analyzed with SAS program version 9.2 and SPSS program version 17.0. Descriptive statistics, multiple linear and logistic regressions models were calculated. Qualitative interview data were analyzed with the nine step topological analysis procedures described by Hatch (2002).

Results: The significant predictors of psychiatric nurse intent to turnover in the two consecutive phases were perceived organizational support, family social support, age, gender, level of education, years of nursing experience, hours worked each week, and years in current job position.

Discussion & Conclusions: Quantitative data used alone were inadequate to provide an explanation of psychiatric nurse intent to turnover. A more complete picture of psychiatric nurse intent to turnover was obtained by using the second phase qualitative data to elaborate on the initial quantitative findings more in-depth in the words of the psychiatric nurses.
Abstract History:
This abstract has been presented or accepted for presentation in whole or in part at the SNRS or other scientific meeting.

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