



MOTIVATION AT WORK, JOB SATISFACTION, AND INTENTION TO LEAVE FOR CANCER HOSPITAL NURSES IN KOLKATA: THE MEDIATING ROLE OF ORGANIZATIONAL COMMITMENTS DURING COVID 19

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Abstract

The purpose of this research is to examine the impact that organisational commitment plays in moderating the relationship between work motivation and job satisfaction and the desire of nurses working in cancer hospitals in Kolkata encircle to leave their positions. The number of samples that were utilised was 80 nurses, and the data was collected through the use of a questionnaire that made use of a Likert scale. The saturation sampling technique or census techniques were employed. Structural equation modelling (SEM) with a Partial Least Square (PLS) method was used to analyse the data, and the VAF test was used to determine if mediation had a part in the relationship. The findings indicate that organisational commitment, work drive, and job satisfaction all have a detrimental effect on employees' intent to leave their current employers. Job satisfaction and work motivation both positively and significantly affect organisational commitment, and organisational commitment plays a partial mediating function between work motivation and job satisfaction and their

negative and significantly correlated influence on turnover intention from cancer hospital during pandemic.

The results of this study suggest that, in order to keep their employees around, businesses should focus more on providing competitive pay, rewarding corporate loyalty, and enhancing employee circumstances on the job.

Keywords: Satisfaction for job, nurse of the cancer hospital, commitment for organisation, intention to leave, motivation for work.

Introduction

One of the aspects that determine a cancer hospital's performance is its human resources (HR) department. Management of human resources (HR) is necessary not just for businesses but also for cancer hospitals, where the nursing staffs is seen as a valuable asset. This highlights the need of having well-managed nursing personnel to back up the cancer hospital's services during pandemic. However, high personnel turnover, especially among nurses, is a common issue in cancer hospitals and can have a negative effect on financial outcomes. Turnover refers to the process of employees switching jobs for various reasons, and hence describes the occurrence of nurses leaving and entering the cancer hospital (Akinyemi et al., 2022). Twenty-three percent of all health care workers leave their jobs every year, with half of those leaving being nurses. Workers might leave an organisation for a variety of reasons, including promotions, transfers to other departments, terminations, and even death. A high turnover rate among the nursing staff during pandemic situation is an indicator of low morale and motivation at the cancer hospital with Covid 19. It claims that wanting a better job is a motivating factor for individuals to quit their current firm.

The interviews revealed that several nurses wanted to leave their jobs in this pandemic situation due to dissatisfaction with the cancer hospital's pay and the stress brought on by the constantly shifting nature of the workplace. Employee discontent at work has been linked to job-leaving intentions, as shown by the previous research.

Turnover intention refers to the state wherein employees express a wish to depart the firm. An employee's purpose to quit an organisation, or an employer's intention to sever ties with its workers, is defined as "turnover

intention". The difficulty in releasing nurses from the cancer hospital might also increase the likelihood that additional nurses will want to leave their jobs (Uhlř & Řehoř, 2021). Employees who exhibit characteristics including chronic absenteeism, declining performance, rule violation, and the willingness to stand up to superiors are more likely to be considering a departure during this crisis. Nurses' intentions to leave their jobs from cancer hospitals for serving emergencies all the time can be influenced by a number of things, including how they feel about their jobs, how much they like working there, and how committed they feel to.

One definition of work motivation is "the degree to which an individual is ready to sacrifice personal satisfaction in pursuit of organisational goals". Employees' levels of motivation at work have a direct bearing on their output, which in turn affects the speed with which the company's objectives are met (Boamah, 2022). It's obvious that hospital performance will suffer if nurses of the cancer hospital aren't enthusiastic about their jobs; if their goals can't be met, it may even prompt them to want to leave the hospital. It has been found that workers' intentions to leave their jobs were lower when they were more invested in their work.

Employees' job happiness may be influenced by a number of factors, including those listed above as well as their interactions with management and co-workers. Nurses in these hospitals at pandemic might be said to be satisfied with their jobs if their needs and desires are being addressed on the job. Comfortableness comes from job satisfaction for nurses. It has also been found that when workers are happy in their jobs, they are less likely to look for other opportunities or quit altogether. This bodes well for the hospital's retention rates (Dorta-Afonso et al., 2021).

Despite what you may think, it has been found that nurses' poor levels of work motivation and job satisfaction do not necessarily impact their desire to leave their current position in spite of too much of work pressure and stress impact during Covid 19. That is to say, a nurse's desire to leave the profession during covid 19 might be influenced by factors other than just how motivated she is at work. Results from conversations with various nurses corroborate the fact that they are highly motivated and content with their jobs, but would nonetheless consider leaving if offered the chance to work for a government agency. The findings suggest that a nurse's level of dedication to her employer is a major factor in determining whether she would stay in her current position or seek new employment elsewhere. It has been shown through studies conducted that an organization's dedication to its employees may strengthen the positive impact that intrinsic motivation and job satisfaction have on workers' likelihood of leaving their positions.

Employees who have a strong sense of devotion to their employer perform better on the job. The degree to which an employee feels committed to their organisation is recognised to play a significant role in determining whether or not they will leave their position. As a result of a high level of commitment to the cancer hospital, nurses will be more likely to stay in their current positions, which will have an effect on the turnover rate. Organizational commitment affects workers' intentions to leave.

Employee dedication at this situation may be affected by factors such as how satisfied they are with their jobs and how much they like doing them. It can be found that employee motivation and job satisfaction are both related to organisational commitment (Gopinath, 2021). This suggests that the two factors work together to increase employee dedication to the cancer hospital inspite of too long hours of working durations. A high level of organisational engagement among these nurses might indirectly decrease the likelihood of turnover. According to the findings of their study, concluded that loyalty to one's company might serve as a "mediator" between work satisfaction and future intentions to leave one's current employer. Commitment, as a mediator, can impact the relationship between work inspiration and intention to leave.

The study's hypothesis is based on the literature review and prior studies, and it states that

H1: Work motivation has a negative and substantial impact on turnover intention; H2: Job satisfaction has a negative and significant effect on turnover intention; H3: Organizational commitment has a negative and significant effect on turnover intention.

Organizational commitment mediates the relationship between work motivation and desire to leave a company (H4), job satisfaction and commitment (H5), and the two (H6).

The relationship between work satisfaction and intention to leave an organisation is mediated, H7.

Literature Review

Satisfaction of job and motivation for work

Work satisfaction may be described as an individual's general attitude towards his or her employment. A comprehensive knowledge is included in this definition. In other terms, job satisfaction is the total of aspects of one's work that may be differentiated from one another but cannot be separated from one another. Hall (2022) defines job satisfaction as an amalgamation of an individual's sentiments and beliefs in relation to the

work that they do. It is the overall degree to which workers like or dislike certain aspects of their employment.

According to Hazell (2010), job satisfaction is a compilation of employee attitudes towards the pleasantness or unpleasantness of work that has been completed. The desire to complete an activity and the ability to take action in order to fulfil one's own requirements are both components of motivation. A willingness to go to significant lengths to achieve corporate objectives that are bound by the capacity to meet individual requests is what we mean when we talk about this trait. Furthermore, the capacity to motivate someone to behave and steer one's behaviour toward the accomplishment of particular aims while also offering resources to assist one in reaching these goals is what is meant by the term "motivation" .

Job satisfaction and dedication on the part of employees

According to Hu et al. (2022), a high level of employee satisfaction serves as an incentive for workers to enhance the amount of commitment they have to the firm. In addition to this, an employee's level of contentment in their employment will influence both their level of productivity and their determination to remain loyal to their employer. It went on to say that adequate rewards, difficult work, supporting teammates, and supportive working circumstances would all play a significant role in employee commitment.

An occurrence known as employee commitment occurs when an individual is extremely engaged and has a great interest in the aims, values, and organisational goals of the business.

The desire of workers to put in a significant amount of effort in the name of the organization's interests and to work toward the accomplishment of the organization's objectives is an essential component of commitment. Commitment also encompasses highly positive attributes of employees (Kittinger et al., 2020).

According to Kelly et al. (2022), organisational commitment, also known as work commitment, is defined as the extent to which employees are able to recognise their engagement in the company. On the other side, employee commitment can be described as the degree to which workers identify themselves with the firm and wish to continue actively engaged in it. This is referred to as employee identification and employee engagement. It is a measurement of an employee's propensity to remain with a firm in the future; analogous to a powerful magnetic force that pulls two metallic objects together .This position who states that recent research has demonstrated that dedication leads to satisfaction.

The motivation of workers and their performance on the job

Kerzman et al. (2020) provided an explanation for the connection that exists between motivation at work and performance. According to the expectancy hypothesis, people act in a particular manner because they have predetermined expectations regarding the outcomes of that conduct. Employees will be driven to use their abilities to attain the performance level required by the organisation when expectations are communicated to them.

According to Kleier et al. (2022), performance is the results of an individual's actions in meeting his responsibilities by applying his knowledge, skills, and abilities, as well as any relevant luck or advantages. According to () an employee's output is the result of a triangular interaction between talent, incentive, and possibility. According to Kaydos (2020), setting a performance objective is advantageous because it creates a target for evaluating performance at the conclusion of the term and for managing work processes during the term .Every worker does their job in accordance with their hopes, which are sent to them constantly through both formal and informal channels, with the latter containing promises of rewards and punishments based on their performance. The confidence and willingness of workers to perform well are inextricably linked to the existence of such optimism.

Based on their research, Piotrowski et al. (2022), concludes that nurses' job motivation is a key psychological factor in increasing their productivity during the COVID-19 pandemic. It was discovered that nurses' motivation to work rises when their needs are consistently satisfied, since this boosts both their quality of life and their productivity.

The Relationship between Employee Dedication and Outcomes

An employee's level of commitment often indicates their level of enthusiasm for the company's vision and goals, their level of dedication to achieving those goals, and their desire to remain employed there. In scope, it goes beyond beyond mere allegiance. The term "employee commitment" was used by Purwanti et al. (2022), to describe a worker's intention to remain with their current employer because of their shared values and goals with the company. Employee commitment is a characteristic that shows the degree to which an individual sees him or herself as part of the business and has no intention of leaving. When people say they "identify

with the organisation," they mean that they "share the aims of the members of the organisation, feel like they own the organisation, and are devoted to the organisation."

While membership is considered as a passive desire to support an organisation and its aims, engagement is seen as a desire to actively contribute to the achievement of those goals.

In the midst of the COVID-19 epidemic Snead (2021), discovered that highly devoted nurses were more satisfied with their jobs. So, even if they are working under intense pressure, nurses will still do their very best for their patients.

However, it can be argued that employees' lack of job satisfaction has a direct impact on their performance since it reduces the organization's dedication to improving workers' output.

Statement related to problem

The problem that has been identified using research was to determine how the COVID-19 epidemic influences the commitment of the organisation by cancer hospital nurses by analysing the correlation between three important study variables: job satisfaction, job embeddedness, and turnover intentions. At least 2000 publications were written on the topic of voluntary employee turnover intention and all the aspects related with the turnover process before the COVID-19 epidemic hit .According to Adamopoulos et al. (2022) the yearly cost of an organisation for hiring and replacing lost personnel is \$8.5 million, while the turnover rate among registered nurses in the United States is 27%. In the first four months of the new corona virus epidemic, the American Hospital Association (AHA) predicted a loss of \$202.6 billion for hospital systems.

Nurses' experiences during the new corona virus pandemic were the primary subject of most studies. This included their thoughts and feelings as well as their reactions to stressful situations, emotional distress, and physical exhaustion (Mohsin et al., 2021).While the new corona virus pandemic lasted, only a small number of researchers examined the effects of the pandemic on the nurses as a whole, including their job satisfaction, psychological requirements, workload, and desire to leave the profession (Cole et al.,2021).The search for relevant literature revealed a dearth of studies conducted in the United States on how the pandemic influences nurses decisions to quit their jobs. It's possible to wonder if the degrees of job satisfaction and job embeddedness will be influenced by the levels of dread, worry, and psychological anguish caused by the

COVID-19 pandemic. Potentially unfavourable results include a diminished pool of qualified nurses serving for emergencies and necessities which might provide problems for the future of staff retention, recruiting, productivity, and financial results.

Objective of the study

- 1.) In the framework of COVID-19, the purpose of this study is to highlight the impact that commitment of an employee, job motivation, and job satisfaction play in employee performance of nurses working in cancer hospitals.
- 2.) The study aims to find out how motivation has brought about satisfaction of job to sustain for work inspite of immense pressure during this crisis for emergency nurses.
- 3.) The research aims to bring about the fact how satisfaction can lead these nurses to stay committed and loyal with their work and without having intention to quit inspite of long responsibility during crisis.

Research questions

The below research questions can be implemented for study development:

- 1.) How can work related motivation and satisfaction with respect to job be related to organisational commitment for nurses working in cancer hospitals?
- 2.) How well motivation can bring about satisfaction for job while working under this crisis situation at these hospitals?
- 3.) What would be the impact of satisfaction for job upon commitment for the organisation and employee's intention to leave during the situation of immense pressure and large responsibility of serving emergencies all the time?

Substances and Techniques

These findings are from an associative causality study that makes use of quantitative data. The study was performed in 3 cancer hospitals in the Kolkata. Three cancer hospitals in Kolkata, namely Tata Medical Centre, Netaji Subhash Chandra Bose Cancer Hospital, Chittaranjan National Cancer Institute. . Reasons for selecting this site include a history of issues associated with planned nurse turnover. Total 80 people, the respondents were spread out between three private cancer hospitals (the Tata Medical Centre Hospital, Netaji Subhash Chandra Bose Cancer Hospital and Chittaranjan National Cancer Institute). Statistics, both descriptive and inferential, are employed to examine the data.

Description of Materials and Procedures

This research is an example of an associative causality study and employs quantitative data as its primary data type. The three private cancer hospitals that is found in Kolkata served as the setting for the research that was carried out there. All the three cancer hospitals named Tata Medical Centre, Netaji Subhash Chandra Bose Cancer Hospital, Chittaranjan National Cancer Institute played host to the study that was carried out there. This location was selected when it was discovered that there were issues relating to the goal of nursing staff turnover during Covid 19. Respondents in each of these hospital in Kolkata , with a total of 80 participants; specifically, splitting as many as 23 participants at the Tata Medical Centre , 32 in Netaji Subhash Chandra Bose Cancer Hospital and 25 participants at Chittaranjan National Cancer Institute. Both descriptive statistics and inferential statistics are utilised as the methods for analysing the data.

The Results, as well as Some Discussions

The t-test is used to test the hypothesis, and it sorts the data to test either the direct effect or the indirect impact, or it tests the factors that mediate the relationship. The findings of both the test of the direct effect and the test of the mediating variable are presented in the sections that follow.

Table 1
T-Statistics

Variable	T-Statistic	T-Table	Info.
Work Motivation → Organizational Commitment	2,141	1,9	Significant
Job satisfaction → Organizational Commitment	5,727	1,9	Significant
Work Motivation → Turnover Intention	2,490	1,9	Significant
Job satisfaction → Turnover Intention	2,097	1,9	Significant
Organizational Commitment → Turnover Intention	3,776	1,9	Significant

Source: Data Processed Results, 2020

Table 2
Path coefficients

Variable	Path coefficients	T-Statistics	P-Values	Info.
Work Motivation → Organizational Commitment	0,209	2,141	0,033	Significant
Job satisfaction → Organizational Commitment	0,578	5,727	0,000	Significant
Work Motivation → Turnover Intention	-0,387	2,490	0,013	Significant
Job satisfaction → Turnover Intention	-0,370	2,097	0,037	Significant
Organizational Commitment → Turnover Intention	-0,503	3,776	0,000	Significant

Source: Data Processed Results, 2020

Table 3
Recapitulation of test results for mediation variables

Mediation Variables	Effect				Information
	(A)	(B)	(C)	(D)	
Work Motivation (X1) → Organizational Commitment (Y1) → Turnover intention (Y2)	-0,105 (Sig.)	-0,387 (Sig.)	0,209 (Sig.)	-0,503 (Sig.)	Partial Mediation
Job satisfaction (X2) → Organizational Commitment (Y1) → Turnover intention (Y2)	-0,291 (Sig.)	-0,370 (Sig.)	0,578 (Sig.)	-0,503 (Sig.)	Partial Mediation

Source: Data Processed Results, 2020

Note: At $\alpha=5$ per cent the level of significance (Sig.) there will be t-statistic which is greater than 1.96

(1): the indirect impact with respect to independent variable upon the variables with dependency.

(2): the direct impact for independent variable upon variable having dependency

(3): direct impact in relation to independent variables upon variable having mediating factor

(4): the direct influence of variable having mediating factor upon variable belonging with dependency.

Influence of Job Satisfaction on Intention to Leave Organization

The results of the analysis show that work motivation has a negative and significant effect on turnover intention of nurses who have been working taking so much of pressure with longer shifts during this pandemic for serving emergencies all the time. The higher the level of work motivation for nurses at the cancer hospitals, the lower the turnover intention. These results indicate that the values contained in work motivation are well perceived and have a significant impact on the turnover intention of nurses at private cancer hospitals in Kolkata. Work motivation is measured based on the dimensions of integrated regulation, identified regulation, introjected regulation, external regulation of turnover intention so that it will be able to make a significant contribution to increasing turnover intention to nurses at these cancer hospitals in Kolkata (Opoku et al., 2022). This study supports the results of previous research that motivation has a negative relationship with turnover intention. It states that work motivation has a negative and significant effect on the desire to leave.

Motivation has a negative relationship with turnover intention. Research states that work motivation negatively and significantly affects turnover intention. The dimension of work motivation has a significant relationship with turnover intention.

The role of intrinsic motivation in influencing employee loyalty to the company

According to the findings of the research, dedication to one's organization is significantly influenced in a favourable way by one's level of work motivation. At the cancer hospital in Kolkata encircle during Covid 19, the amount of organisational commitment is directly proportional to the level of job motivation exhibited by registered nurses. According to Goktas et al. (2022), the values that are contained in work motivation are accurately understood, and they have the potential to make a major contribution to the degree of organizational commitment exhibited by nurses working in cancer hospitals in region of Kolkata. The findings of this study provide credence to the findings of earlier research conducted, who found that a positive relationship exists between job motivation and organizational commitment. A study that was carried out found that there is a positive correlation between job motivation and organizational commitment. It reveals that job motivation has a positive and substantial influence on employee organizational commitment. In addition, research conducted came to the conclusion that organizational commitment is positively affected by job motivation to a large

degree. According to the findings of study, employee organizational commitment is positively impacted by factors like work motivation and job satisfaction. Workplace motivation has a positive and significant influence on an individual's level of commitment to a business. It has come to the conclusion that motivation has a considerable and favourable influence on organizational commitment. This was stated in the study's conclusion.

The relationship between feeling committed to one's company and how satisfied one is in one's work

Employees' dedication to their organisations was found to increase when they were happier in their jobs. This indicates that the nurses at the cancer hospital in Kolkata are more dedicated to their work when they feel appreciated. The findings suggest that nurses working in private hospitals in Kolkata encircle have a positive view of the values inherent in job satisfaction, which in turn might significantly contribute to their degree of organisational commitment. Previous research has shown that when workers' needs are met in terms of both intrinsic and extrinsic rewards, they are more likely to have a strong sense of loyalty to their employer. As per this research, contentment in one's work environment increases loyalty to one's employer. In their study, it has been found that employees who were happy with their jobs were also committed to their companies. Work satisfaction is one of the characteristics that can have a considerable and beneficial effect on employees' dedication to their organisations. According to the study, employees are more dedicated to their organisations when they feel both personally invested in their work and personally satisfied with their jobs based on research by (Bayona et al., 2020). Organizational obligations as a moderator of the relationship between cancer hospital nurses' work motivation and job satisfaction and their desire to leave their current employer. According to the study's findings, contentment on the work significantly boosts loyalty to one's employer. As per the study it has been also discovered that work satisfaction significantly and positively affects loyalty to one's employer.

Mediating the relationship between job satisfaction and desire to leave an organisation

is employees' sense of connection to the company.

The study revealed a negative and statistically significant mediating role for organisational commitment between employee motivation and their desire to leave their current job. Yet, in this research, organisational dedication serves as a moderating variable. In light of these findings, it is clear that the cancer hospital has to boost employee work enthusiasm and organisational commitment in order to decrease staff turnover intentions during this pandemic situation. This research confirms the findings that show how low levels of motivation contribute to high rates of employee turnover that may be mitigated by increasing levels of commitment. According to the study, the link between motivation and employee turnover is moderated by emotional organisational commitment, which has a negative impact on retention. It states that the link between intrinsic work motivation and intention to migrate is totally mediated by the level of dedication displayed at work (Demir, 2020). Research claims that professional drive has a major and detrimental effect on the desire to relocate. The desire to leave an organisation can be influenced in a roundabout way by an employee's level of devotion to their organisation.

Job satisfaction and desire to leave the company as mediated by organisational commitment.

According to the findings of the research, organisational commitment has the potential to play a role that is both unfavourable and considerably mediating in the connection between work satisfaction and desire to leave the company during the pandemic situation for nurses. On the other hand, organisational commitment serves as a form of mediation in this particular research. According to these findings, in order for the cancer hospital to decrease the number of employees who want to leave their jobs, the hospital must boost employee work happiness. Specifically, the hospital must increase job satisfaction while also improving employee organisational commitment. The findings of this research lend credence to the findings of a study which found that the function of organisational commitment as a mediator for the variables between job satisfaction and turnover intention serves as a mediator or intermediary variable that affects job satisfaction to move to produce a significant negative effect. The results of this research lend credence to the findings of that study. According to the findings intention to quit an organisation may be impacted by both work

satisfaction and organisational commitment. Commitment to an organisation has an indirect but direct bearing on the likelihood of employee turnover (Ten Hoeve, 2020). Research study state that an individual's level of commitment to their company is significantly impacted by their level of work satisfaction. Commitment to an organisation has a big bearing on whether or not an employee will leave the company. It has been shown that work satisfaction has a large and negative influence on the desire to leave a company through the medium of organisational commitment. The organisational commitment acts as a mediator in a way that is both detrimental and substantial in the link between work satisfaction and desire to leave the company.

Limitations of this study

There can be various limitations in implementation process as well as completion of this research that can be utilised as reference in making perfection towards future research. Few limitations involves the research study relying upon consequences of questionnaires used with respect to huge number of utilisation of indicators which might have potentials for providing saturation and for confusing respondents in fulfillment of such that it might be affecting answers that can be considerable through specific value that can be acceptable for environment such that this can be distorting average valuation for every variable. The scope for the research can be restricted in three cancer hospitals located at Kolkata consideration of there could be various cancer hospitals at Kolkata encircle but at the time of present situation also during the conditions of pandemic researchers could not be accessing cancer hospitals. In occurring with national issue in relation to pandemic situation of Covid 19 at when researches have researched upon cancer hospitals that impacted into uncertainty in dynamics for bringing change for every period for sure this would have an effect on answers provided by respondents because of reduction and bringing about termination with respect to working relations that can be carried through management of home for sick such that it might be affecting answers of the respondents as well as results for the research. This will be in support through research that have been stating that pandemic situation of Covid 19 can be causing shocks for communities all throughout the world . This kind of situation will be hurting off sustainability for business as well as employment of an individual. This have brought about triggering leave also layoffs such that in particular case of this employees might be caring for themselves and would be trying to maintain for the position of jobs.

Conclusion

As a conclusion and based on the findings of the research, the following findings are derived after taking into account the analysis and the discussion: The goal to turnover employees is hindered by low work motivation. The less motivated the nursing staffs are about their jobs, the greater the likelihood that individual nurses may consider quitting their jobs and leaving the cancer hospital at pandemic crisis situation. Job satisfaction has a negative impact on the desire to quit. The nursing staff's intention to quit the hospital increases in proportion to the degree to which they are dissatisfied with their jobs. The intention to leave an organisation is hindered by organisational commitment. The desire of a nurse to quit the hospital increases in proportion to the degree to which the nursing staffs does not demonstrate organisational commitment. There is a relationship that may be described as both beneficial and substantial between organisational commitment and employee motivation at work. The nursing staff's organisational commitment to remain with the firm increases proportionately with the level of job motivation they experience. There is a correlation that is both positive and substantial between one's dedication to their organisation and their level of work satisfaction that took place during pandemic. This indicates that the organisational commitment of the nursing staff to remain with the firm increases in proportion to the degree to which they feel satisfied in their jobs. Commitment to an organisation has the potential to act as a partial moderator of the relationship between work motivation and desire to leave an organisation. This indicates that improving employee work motivation is necessary in order to decrease the desire of employees to leave their current organisations. Furthermore, increasing employee work motivation can also enhance organisational commitment. Commitment to one's organisation has the ability to somewhat moderate the relationship between work satisfaction and intention to leave an employer. To lessen the likelihood that employees would leave their jobs, the job satisfaction of current workers needs to be raised to a higher level. This, in turn, should lead to an increase in organisational commitment.

From these findings, recommendations may be made that are likely to be beneficial for the business as a whole, particularly for three cancer hospitals. Some of the advice offered is as follows: The results of this study show that nurses' intentions to leave their current hospital can be influenced by their level of organisational commitment; thus, it is recommended that cancer hospital administration work to keep nurses feeling invested in their current workplace. Since it is believed that the covid 19 disasters will undoubtedly affect the results of the research, it is recommended that future researchers use or develop other variables that

are thought to be capable of influencing or mediating employee turnover intention once conditions have returned to normal. It can be recommended for management of the hospital for remaining very much attentive towards management of its own workforce through negotiation, provision for greatest offers by competitors towards nurses who needs for remaining retained for discouraging the intention towards movement specifically for those nurses staffs who can be lower graduates but will be having significant role towards hospital. The commitment for the hospital as an organisation as variable will get score of lowest average ones could be either statement or can be indicator for feeling so easy in being tied for other cancer hospital as for getting tied for these hospital in which they would be working so it might be recommended that management of the hospital might pay to be attentive towards certain factors that might be supportive enough for loyalty of the employee such that they can stay into the hospital as to offer much compensation other than competitors and existence for program related to remuneration , training and also awarding also gathering of the employee in terms of periodical way in the events that will be functioning for building up intimacy in between of either units or can be divisions it can be hoped for the offer would make out nurses to feel bounded and also proud for being part to it from hospital in zone of Kolkata. Satisfaction level related to job functions as variable for getting average valuation to be lowest out of either statements or can be indicators for remaining satisfied for comfort being found for the hospital such that management of the cancer hospital requires for paying attention towards conditions related to working for nurses in specific field with both in work with facilities being supported also the workload of them received at time of patients treatment specially at the time of Covid where there remained high factor to get exposed to infection while devoting whole time to work professionally for serving patients . Either statements or can be indicators related to salaries that would be workloads followers would achieve score with second lowest one. It would be recommended in case of this for management of the cancer hospital for paying much attention towards present system of salary where it might be hoped that the changes might be increasing satisfaction related to job for nurses. Motivation for work as a variable getting average valuation being lowest for either statements or indicators for working being nurse would be allowing for making money more and it would be recommended in this terms for management of the hospital for paying attention towards management for given salary that would be adjusted as per service's length related to service and also workload or be performance for specific worker fostering with morale as there can be very much rewarding system for work getting completed and done.

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