

CHAPTER 5

Conclusions, Implications, and Recommendations

In this study, the conclusion of the study is presented based on the findings and discussions. Implications on the findings and recommendations will follow the conclusion.

Conclusion

This descriptive correlation study aimed at describing intent to stay and exploring the factors related to intent to stay including, organizational commitment, faculty-administrator relationship, pay satisfaction and job opportunity among nursing faculty members in nursing colleges, the Republic of Malawi. The study proportionally and randomly recruited 113 nursing faculty members that have been working for more than six months in thirteen nursing colleges in Malawi. The questionnaire used in this study comprised the demographic data form, the LMX-7, the MOC, the PSQ, and the ITSS adopted by Markowitz (2012); and the JOS developed by Al-Omari et al. (2008). Validity and reliability of the instruments were tested and proven by original authors prior to study. In this study, the reliability of all constructs was also found to be within the acceptable range.

Before data collection, ethical approval was sought from the Nursing Faculty's Institutional Research Board at the Chiang Mai University. Later, permission to conduct the study in the Republic of Malawi was sought from the National Health Sciences Research Committee, before meeting the management of each nursing college. Data was collected within a period of two months. Descriptive statistics were used to describe the characteristics of samples, whereas inferential statistics were used to explore the relationship between intent to stay and related factors among nursing faculty members in Malawi.

The findings of this study are presented as follows:

1. The level of intent to stay as perceived by nursing faculty members was low ($\bar{X} = 11.85$; $SD = 3.53$). Most respondents (62.83%) perceived a low level of intent to stay. Heavy workload led to stress, loss of interest and contributed to low intent to stay perceptions. College location affected the standard of living among faculty members, making them lose their sense of well being and thus, contributing to faculty members perception of low intent to stay.

2. There was statistically significant moderate positive relationship between organizational commitment and intent to stay ($r = .421$; $p < .01$). College's inability to meet the faculty members' expectations for further education and career advancement contributed to faculty members' lack of dedication and commitment to the employing college, leading to perception of low intent to stay.

3. There was statistically significant weak positive relationship between faculty-administrator relationship and intent to stay ($r = .267$; $p < .01$). Faculty members' perceptions of their immediate supervisor's limited decision-making power and administrator's failure to recognize potentials and assign challenging tasks within the hierarchical and centralized structures contributed to low perception of quality faculty-administrator relationship, leading to perception of low intent to stay.

4. There was no statistically significant relationship between pay satisfaction and intent to stay ($r = .129$; $p > .05$). The cost of living in this study setting exceeded the faculty members' expectation for pay, thereby having no influence on intent to stay perceptions. Faculty members' rating of pay was influenced by lack of information on wage inequality at both college and department levels.

5. There was statistically significant weak negative relationship between intent to stay and job opportunity ($r = -.207$; $p < .05$). Existence of a number of academic and nursing jobs in and outside the country and unmet expectations contributed to faculty members' perception of intent to leave than stay in this study.

Implications for Nursing Administration

The following are suggested practical implications:-

1. College principals and heads of departments should work towards relieving faculty members from those factors that contribute to perception of low intent to stay. For instance, to manage workload, college principals can relieve faculty members from responsibilities that do not depend on faculty members' skills alone (non-direct activities). Among other strategies, initiating preceptor-ship in clinical teaching can reduce faculty members' workload, thereby preventing stress and enhancing interest in the teaching job.
2. College principals should work towards meeting faculty members' expectations for further studies and career advancement to broaden faculty members' level of knowledge and strengthen commitment.
3. Academic deans, heads of departments, and course coordinators should allow for collaborative working relationships that enhance faculty-administrator relationship, like mentorship. Senior faculty members and junior faculty members may teach the same course, with an aim to orient and mentor both the newly graduated and junior faculty members.

Recommendations for Future Research

Based on the findings in this study, the researcher proposes the following as possible areas for future research:

1. A qualitative study on lived experiences of nursing faculty members may elicit an in-depth analysis of what contributes to findings in this study.
2. A predictive study on factors related to intent to stay may be done in the future.
3. This study may also be replicated in other Malawian nursing training institutions; thereby conducting a comparative study, reflecting different institutions, age groups and different academic positions.