

CONTENTS

	Page
Acknowledgement	iii
Abstract in English	v
Abstract in Thai	vii
List of Tables	xi
Chapter 1 Introduction	1
Background and Significance of the Research Problem	1
Objectives of the Study	6
Research Questions	7
Definition of Terms	7
Chapter 2 Literature Review	9
Intent to Stay	10
Factors Related to Intent to Stay Among Faculty Members	16
Situation Related to Shortage of Nursing Faculty Members in Malawi	33
Conceptual Framework	37
Chapter 3 Methodology	38
Research Design	38
Population and Sample	38
Research Setting	39
Research Instruments	39
Validity and Reliability of the Research Instruments	41
Protection of Human Subjects	41
Data Collection Procedure	41
Data Analysis Procedures	43

CONTENTS (continued)

	Page
Chapter 4 Findings and Discussion	44
Findings	45
Discussion	49
Chapter 5 Conclusions, Implications, and Recommendations	58
Conclusion	58
Implications for Nursing Administration	60
Recommendations for Future Research	60
References	61
Appendices	70
Appendix A Population and Sample of Respondents	71
Appendix B Research Instrument	72
Appendix C Permission Letter to Use Instruments	75
Appendix D Cronbach's Alpha of Instruments	77
Appendix E Information Sheet for Research Participants/Volunteers	78
Appendix F Informed Consent of the Research Participants/Volunteers	80
Appendix G Certificate of Ethical Clearance	81
Appendix H Approval from Malawi National Health Sciences Research Committee	83
Appendix I Permission from Christian Health Association of Malawi	84
Appendix J Frequency and Percentage of Intent to Stay	85
Curriculum Vitae	86

LIST OF TABLES

	Page	
Table 1	Frequency and Percentages of Demographic Characteristics Among the Subjects (n = 113)	45
Table 2	Frequency and Percentage of Levels of Intent to Stay as Perceived by the Subjects (n = 113)	46
Table 3	Correlation Coefficient of Factors Related to Intent to Stay as Perceived by the Subjects (n = 113)	48