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STATE**

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AN EXPLORATION OF THE NEXUS BETWEEN JOB SATISFACTION, MOTIVATION AND TURNOVER RATE OF NURSES IN THE HEALTHCARE SECTOR OF KOGI STATE

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ABSTRACT

This study focused on the nexus between job satisfaction, motivation and turnover rate of nurses in Kogi State. The sample size of 304 was selected from the total population of 1460 staff. All data were analyzed using frequency distribution table, descriptive statistics, and correlation matrix. Finding shows that motivation correlates with job satisfaction positively; the turnover rate of nurses correlates with job satisfaction and motivation negatively. Finding further shows that the turnover rate of nurses will lead to a proportional decrease in their job satisfaction level and proportional reduction in motivation level. It was concluded that a dissatisfied employee is expected to leave his/her present job in search of a better and more challenging one. It was recommended that the job satisfaction of nurses should be pursued to enhance their motivation regarding the kind of jobs they do.



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