

Abstract

The present study intends to determine the relationship between Workplace Stress, Job Satisfaction, and Turnover Intention among trainee nurses. A representative sample of 240 student nurses currently enrolled in Lahore's several nursing colleges was collected. For the purpose of data gathering, a questionnaire was used. The questionnaire was based on the Workplace Stress Scale - WSS (Marlin Company & AIS, 2009), the Generic Job Satisfaction Scale - GJS (Macdonald & MacIntyre, 1997), and the Turnover Intention Scale - TIS-6 (Roodt, 2004). In the statistical analysis the data, both the Pearson's Correlation and linear regression have been utilized. According to the findings of the study, trainee nurses who are content with both their occupations and their working environments are more concerned about their existing positions and are less likely intend to quit their jobs. This study is helpful in understanding the challenges that nurses face, which might lead to intention to leave their job, particularly connected to workplace stress, and in order to improve job satisfaction.