



Should I Stay or Should I Go? Exploring the Motivations Behind the Decision to Leave (or Stay) of Italian Healthcare Professionals

Mario Masiello
Università Cattolica del Sacro Cuore – ALTEMS

Saponiero A, Masiello M, Gualtieri G, Cossu A, Morandi F.

Context

Study objective: To explore the motivations behind healthcare professionals' decisions to leave or stay in the Italian healthcare system, with a focus on retention strategies

- The decision of Italian healthcare professionals to migrate abroad is influenced by various factors: individual, work-related, socio-economic, and political.
- Impact of the pandemic: The Covid-19 pandemic increased awareness of the lack of professional recognition, both in terms of economic rewards and career opportunities.
- "Great Resignation": The reduction in the number of available professionals has increased the workload for those who remain.

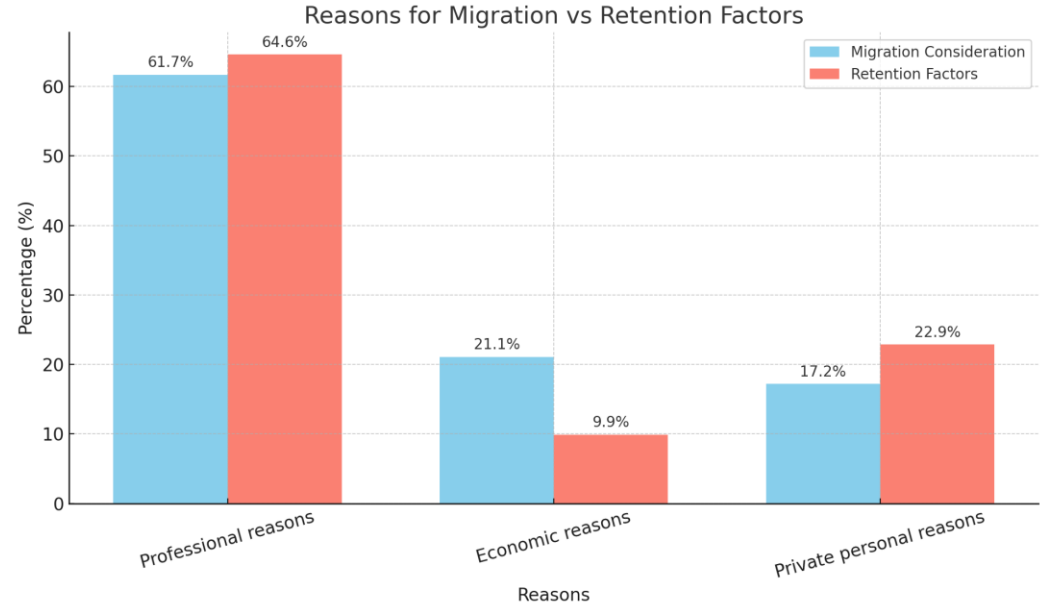
Methods

- **Data collection period:** Survey was conducted from June 22, 2024, to January 13, 2025, via email, WhatsApp, Facebook, and LinkedIn.
- **Survey content:** 25 questions on demographics, job satisfaction, and employment intentions.
- **Data analysis:** Descriptive analysis followed by comparative analysis using Pearson's chi-square test ($p < 0.05$). A convenience sampling method was employed.
- The research is evolving and will develop in future phases.



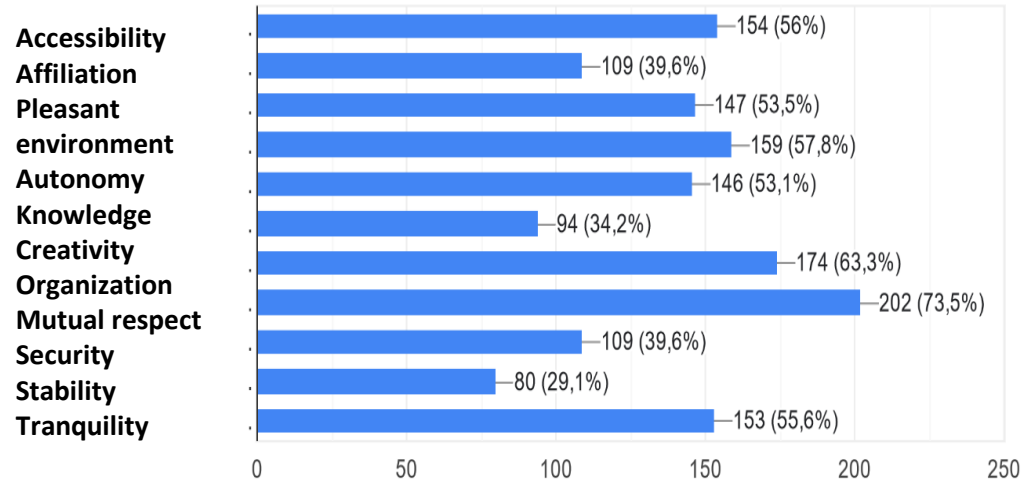
Results 1/3

- **Sample:** 275 healthcare professionals (101 nurses, 174 doctors).
- **61.1%** of professionals are willing to change jobs, **39.9%** would continue at their workplace
- **Main reasons for migration consideration:** Professional reasons (61.7%), Economic reasons (21.1%), Private personal reasons (17.2%)
- **Retention factors:** Professional reasons (64.6%), Economic reasons (9.9%), Private personal reasons (22.9%)



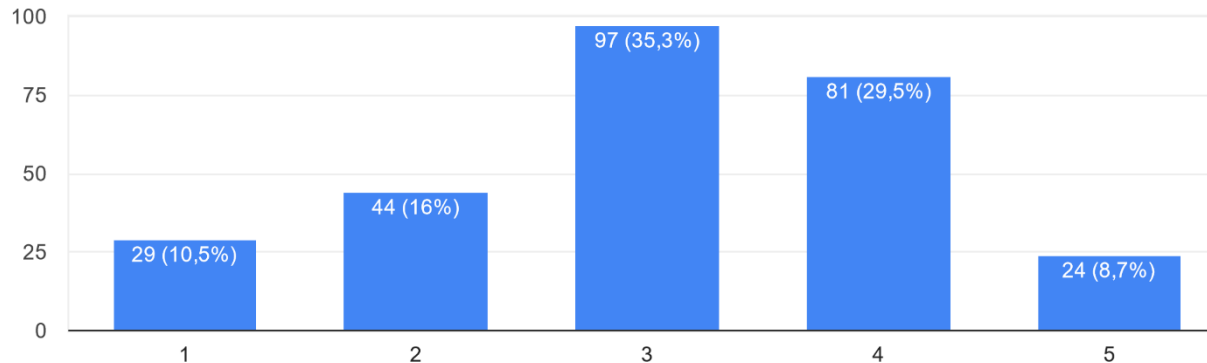
Results 2/3

Aspects considered important in professional life:



Results 3/3

- **Job satisfaction:** The total number of respondents indicated an overall average level of satisfaction (**3.1**) with a prevalence of positive values (105 respondents, or 38.2%, indicated values 4 and 5) compared to below-average values (73 respondents, or 26.5%, indicated values 1 and 2).
- In order to have, however, a more accurate indication of this perception, these responses should be correlated with whether or not the respondents are actually willing to change their place of work (Slide result 1/3).



Discussion

- **Professional motivations are more relevant than others** (economic and personal) for both those who wish to leave, those who have already left, and those who wish to stay
- **Economic motivations have the least impact on decisions.** For example, professionals who feel comfortable in their work environment often accept compensation that is lower than their expectations.
- The only context in which economic motivations carry slightly more weight than professional ones is for individuals considering working abroad.
- **Retention strategies:** It is essential to invest in improving the work environment by implementing initiatives such as team building, fostering shared values, and conducting more accurate performance evaluations.
- **Future developments:** Strategies should focus on improving work organization through task shifting and workload reduction.

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THANK YOU



Mario Masiello

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mario.masiello@unicatt.it