Effect of Perception of Career Ladder System on Job Satisfaction, Intention to
Leave among Perioperative Nurses

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Purpose: This was a correlational study to identify effects of perception of clinical ladder system on job satisfaction and intention to leave in perioperative nurses.

Methods: Participants were 154 of perioperative nurses from larger general hospitals in Seoul. Data were collected from April, 16 to 22, 2013 using self-report questionnaires which included items on perception of clinical ladder system, job satisfaction, and intention to leave. Data were analyzed using frequency, t-test, ANOVA, Scheffé test, Pearson correlation coefficients, and multiple stepwise regression. Results: The average mean score for perception of clinical ladder system was midline at 2.69 point out of 4 point. Perception of clinical ladder system correlated positively with job satisfaction ($r=\cdot.38$, $p<.01$) and negatively with intention to leave ($r=-.88$, $p<.01$). Perception of clinical ladder system was the factor which most influenced job satisfaction explaining 17.1% of the variance, also perception of clinical ladder system was the factor which most influenced intention to leave, explaining 12.7% of the variance. Conclusion: Results of this study suggest that there is a need to enhance the perception of the clinical ladder system and to find ways to fulfill the expected effects for improving perioperative nurses’ job satisfaction and reducing the intention to leave.