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The migration and attrition behaviour among Hungarian radiographers

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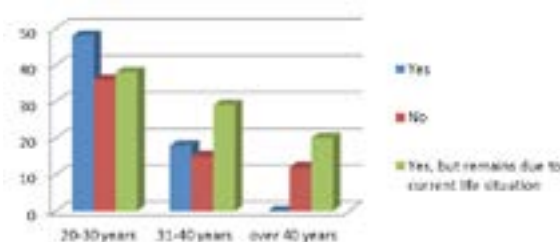
Introduction: Our aim was to identify the possible reasons behind the migration and attrition behaviour among Hungarian radiographers. We were interested whether the dedicated professional staff has concrete ideas across borders which can be connected with attrition.

Materials & Methods: For data collection, we used self-made questionnaire and the Effort-Reward Imbalance (ERI) Questionnaire's shortened version according to international practice in Hungarian language. Our cross-sectional study contained retrospective elements. Our target groups were workers with diploma of diagnostic analysis. Our sample counted 216 radiographers (n=216). For data analysis, we used the 13.0 version of SPSS. We applied analysis of variance, paired sample T-test, Chi-square test, linear regression and descriptive statistics with the performed probability of 95% (p=0.05).

Results: 30.6% of respondents (n=66) were extremely concerned about the idea of working abroad, 40.3% (n=87) of respondents were staying in Hungary just because of their current life situation. At the group of 20-30 age, we can espy significant relationship between the working opportunity abroad (p=0,001). The migration tendency was specific for radiographers with no children (n=54). We found a significant relationship between the working ability abroad and the radiographers years spent in health care system (p=0,008). 41.7% of respondents (n=90) think that it will be favorable option if they change career. We also found a significant relationship between the possible working opportunity abroad and the desire for higher wages and the lack of moving up in the radiographer hierarchy (p=0.001; p=0.001).

Conclusion: Our research provides a broad view of the migration and attrition tendency among Hungarian radiographers and its underlying causes. According to our study, serious changes should be involved in the Hungarian system to keep the younger radiographers home.

The appearance of the migration thought by the view of age groups



Biography

David Sipos is a Lecturer at University of Pecs, Department of Diagnostical Imaging. He completed his BSc and MSc, and is a Radiographer. He is pursuing his PhD at University of Pecs. He is also an Application Specialist at Medipixel Ltd.

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