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Faculty Members' Inclination to Leave University and its Related Factors, Tehran University of Medical Sciences

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Background & Objective: A significant part of resources in each country is used for training human resources, and loss of experts means irreparable drawbacks for the system. Leaving university by faculty members who are doubtless one of the main assets of universities is of utmost importance. This study was conducted to determine the frequency of inclination to leave the university in faculty members and also to evaluate the relationship between the variables affecting on this decision. Finding out about related variables can help specify possible interventions in the university.

Methods: In this cross-sectional study, 149 academic members of Tehran University of Medical Sciences were chosen systematically and completed the questionnaire during summer, 2006. The participants determined their inclination to leave the university within the next two years answering one question. Demographic factors, the attitude towards cooperation, and satisfaction from the current cooperation level, the effective factors on leaving the university, were analyzed using logistic regression.

Results: Mean age of the participants was 48.2 years while 71.8% were male. Among 131 persons who answered the question related to the inclination to leave the university within two years, 25(19%) had positive answers; Using logistic regression, the attitude of these 25 members towards participation in management of the university's affairs was not significantly different from the others ($P=0.49$) but satisfaction from the current cooperation level was significantly lower in the group who inclined to leave the university in the next two years ($P=0.007$).

Conclusion: Considering "current status of faculty members' satisfaction from cooperation" in the department, school, and university spectrum can decrease the inclination to leave. Perhaps preserving human resources and national assets will be possible if their satisfaction is guaranteed.

Key words: Inclination to leave, Satisfaction, Tehran University of Medical Sciences

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