



# Intersectional analysis of moral distress and intention to leave employment among long-term care providers in British Columbia

2023

Muhammad Haaris Tiwana, Research Fellow  
Julia Smith, Theme Lead

University of British Columbia, Vancouver, Canada



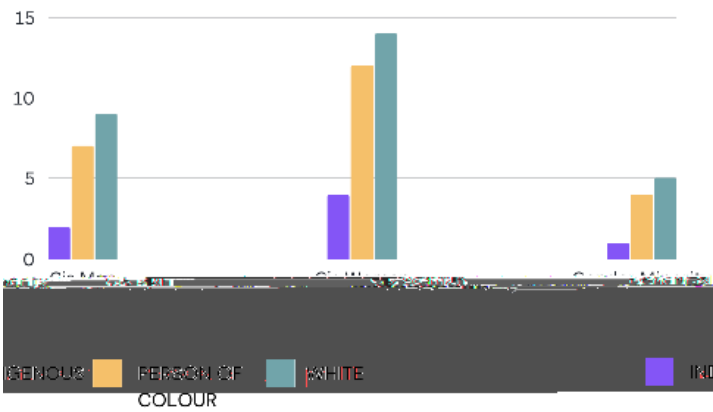


a ma a a .12

Du a fa a a  
 ua a a , ma a a a  
 a , f u a u  
 , a , a .

## WHAT WE DID

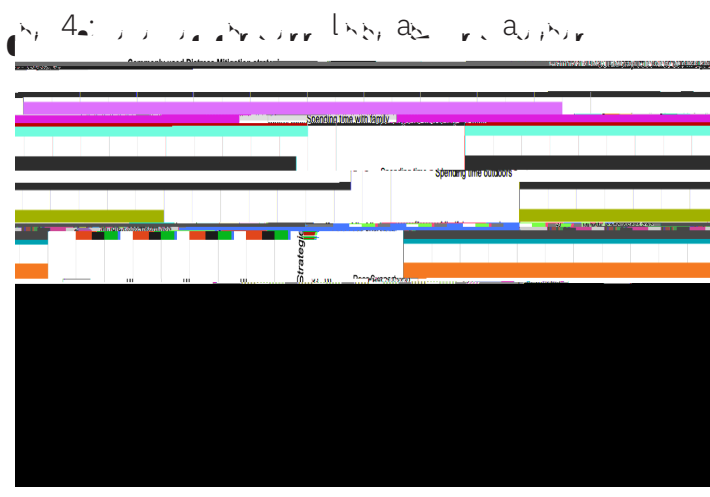
u a ma a



a fu ab ff u f  
 . u m a  
 f u f u ua  
 a u. a f m f f  
 a a m f u  
 m , a a u a m .  
 u a m fu a  
 f b au a  
 uff b au fa a f u .  
 u f a n a u f m  
 u f - ua a  
 u m am m mu a a m m  
 a u a f u u m .

**Distress Mitigation**

m m fam a m m  
 u m m u fu  
 m a a am a u , a  
 u a u m m m  
 a fu .  
 a a , u m fu m f u  
 u m m m u .  
 fu m ff m u m ,  
 m fu , a u u  
 ( a a fu u fu b m f u).



**Turnover Intention**

A m ( a m F ) m , a m  
 a m a u mu m  
 , a u m C 'a bu  
 a m m f a .  
 m m u a 73.54%

a , 57% f m  
 a m a 6.7% d f m  
 u m a .

73.5% f u m  
 a m , m m 60.7% f m  
 f u a 54.5% f m . Am m ,  
 m a f m f u  
 (69.0%) a f u (46.9%) a  
 m (48.9%). G m u d m a  
 m f u (58.3%), m f u  
 (57.1%), a m m (54.5%).

**CONCLUSION**

ff f m a a b ua ,  
 bu m a aff u  
 u u u a m C  
 u b f a a ba u  
 C f , u m a ua  
 a f m a a , bu u a a  
 a m .

m u fu ma a m a  
 aff b u a a - m Ca  
 ( C ) m . f a m  
 m a , f d a u  
 a a u m a , m a  
 u f u a ub a . u  
 m a a m a fu ,  
 a a . m a f  
 m ma m m  
 a u au a  
 . A u u a  
 a m m f fu u m  
 C m .



## REFERENCES

1. Am A. a a D Nu C u u ab u Fu u f a Ca . *AMA Journal of Ethics*. 2017;19(6):617-628. doi:10.1001/afp.2017.19.6.11706.
2. C d - C, B , b . C u n a a a D a a Ca . *Integr Rev*. 2020;38(11):1391-1397.
3. , a a , ufa , f C, C . a a a fu fa :A - a u C a. *Nurs Ethics*. 2016 ;23;25(4):470-480. doi:10.1177/0969733016658792.
4. Am AB, B C , E EG. D m a fa u m a u a D a a f a . *HEC Forum*. 2012 A ;3(2):1-9. doi:10.1080/21507716.2011.652337.
5. m a u C, E EG. a u :A a . *Nurs Ethics*. 2019 N 21;27(3):778-795. doi:10.1177/0969733019880241. a m a G, B , A . a a o f a a :A m a f m a a . *J Health Psychol*. 2017 a 1;22(1):51-67. A a ab f m: // u a . a . doi:10.1177/1359105315595120?u = 3988-2003& f = %3A f . & f a = +0 m . a Ca d a, .C. *The contribution of immigrants and population groups designated as visible minorities to nurse aide, orderly and patient service associate occupations*. u 22, 2020. doi:// 150. a a . . a/ 1/ub/45-28-0001/2020001/a /00036- . m. B u au , A a a , a A, a a . a b m a Ca a a m a - m Ca . *Can J Aging*. 2010;29(1):109-118. doi:10.1017/0714980809990407. . a m, a a a , a a u Ca d a a - m a :A a u . *Soc Sci Med*. 2020;265:113524. doi:10.1016/. m .2020.113524.
- 10 B . u' b a , u a' a a ba ma ' : Ba a a b ua m ' a a f a . *Sex Roles*. 2013;68:754-767. doi:10.1007/ 11199-012-0152-4.
- 11 B . o b m o a m a m : a -a m a a f a m f ub a . *eticHl fth* 10/10/2020