

Research

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Sampling Critique al Affiliation) Sampling Criteria The paper criticizes the sampling criteria used in the study, “ Impact of organisational characteristics on turnover intention among care workers in nursing homes in Korea: a structural equation model” conducted by Jong Goon Ha et al. in 2014. The study seeks to analyze the impact of organisational characteristics in nursing practice (Ha et al., 2014, p. 425). Apparently, the study adopts a simple random sampling method in establishing the study sample.

Indeed, the sampling method in this study is a controlled process where the researchers define the population, units of the population, and select a sample of units from where they choose the sample. The study involves a population of 656 care workers from 14 nursing homes in Korea (Ha et al., 2014, p. 426). The nursing homes have a capacity of more than 50 elderly residents where the administrators agree to participate in the study (Ha et al., 2014, p. 426).

The researchers requested the administrators to distribute the questionnaire to their care workers to ensure that the sampling process had the required authorization. The study involves a structured questionnaire survey on the identified population conducted for 14 days (Ha et al., 2014, p. 426). Clearly, the sampling process used in this context manifests simple random sampling method. There are controls on the timeframe, population characteristics, location of the sample, and capacity of the sample units.

The nursing homes in Korea define the sampling frame while the 14 nursing homes in Korea with a capacity of more than 50 elderly residents defined the sampling unit (Ha et al., 2014, p. 426). Moreover, the study defines care workers from the 14 nursing homes in Korea as a sampling frame. Having

established a list of population elements, the researchers selected a random sample of 504 care workers working at 14 nursing homes who agreed to participate in the study (Ha et al., 2014, p. 426).

Apparently, the researchers examine the descriptive statistics of the participants. The researchers conduct the reliability and validity tests for all the structured questions. As required in simple random sampling, the researchers use a computer program, SPSS 12.0 for Windows to conduct statistical analysis on how to conduct random selection of the research subjects (Ha et al., 2014, p. 427). The research subjects include organisational support, high-performance work practices, turnover intention, and organisational commitment (Ha et al., 2014, p. 426).

The sampling method used in the study is very effective. Indeed, the sampling process is not prone to the conscious biases of the researchers since it relies on independent authorization by the nursing home administrators who also distribute the questionnaire to their care workers. Moreover, the sampling method maximizes the representatives of the sample in the identified population. Indeed, the sample of 504 care workers is representative of the population of 656 care workers from 14 nursing homes in Korea with more than 50 elderly residents (Ha et al., 2014, p. 426).

In this case, the probability of choosing a non-representative sample is slim since the sample size is big enough to represent the characteristics of the entire population. The researchers have confidence that the sample is representative. Members of the population are equal and have an independent chance of being part of the sample. Researchers use simple

random sampling to establish the impact of organisational characteristics on turnover intention among care workers in Korea nursing homes.

Reference

Ha, J. G., PhD., Kim, J. M., PhD., Hwang, Won Ju, R. N., PhD., & Lee, Sang Gyu, MD, PhD., M. B. A. (2014). Impact of organisational characteristics on turnover intention among care workers in nursing homes in Korea: A structural equation model. *Australian Health Review*, 38(4), 425-31.