

Table 2 Two-level mixed effect logistic regression to find effective factors of retention among Iranian physicians

	Adjusted Odds Ratio	P-value	95% confidence interval		number
			Lower	Upper	
Sex (female)	Ref.				14048
Sex (male)	0.972	0.285	0.923	1.022	16517
Marriage (single)	Ref.				6205
Marriage (married)	1.337	<0.001	1.253	1.426	24255
Academic Degree					
General Physician	Ref.				15493
Specialist	0.616	<0.001	0.572	0.663	12647
Subspecialists	0.633	<0.001	0.576	0.707	2525
Salary (million Rls)	1.000	<0.001	1.000	1.011	
Place of work					
Hospital	Ref.				11883
Rural h. house	0.971	0.603	0.891	1.061	5546
University/faculty	1.012	0.735	0.921	1.101	5403
Headquarter	1.194	0.016	1.034	1.376	1110
Clinic	1.562	<0.001	1.257	1.956	446
Urban h. house	1.132	0.008	1.033	1.244	1834
Others (emergency services, etc.)	0.624	<0.001	0.553	0.694	4342
GDP	0.993	<0.001	0.992	0.993	
HDI level	1.156	<0.001	1.132	1.173	
Constant variable	1.88	<0.001	1.719	2.056	
Variance of provincial level	0.015	<0.001			
Variance of provincial level (null model)	0.023				
Psuedo-R ² = 0.0636					