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Nurse Resident Job Satisfaction: Do Directors Make a Difference?

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BACKGROUND

- There are many transitional challenges for new nurses within the professional practice.
- Nurse residents have voiced wishes to keep in frequent contact with management for mentoring and feedback.
- Completing monthly meetings with Directors may add another layer of support.

EVIDENCE

- New graduate nurses turnover rates within the first 6 months are as high as 60% (Cockerham et al).
- Having a mentor helped new nurses to feel more confident in their abilities, have better development of critical thinking skills, and have a better feeling of peer support from their mentor and other staff members (Cockerham et al).
- Literature review revealed successful mentorship programs between unit leadership and newly licensed nurses resulted in higher rates of job satisfaction from 4.3-12% and job retention from 78-88.9% (Missen et al).

PICO QUESTION

For newly licensed nurses working on a medical-surgical unit at Lehigh Valley Health Network, does the implementation of monthly one-on-one meetings between new nurse residents and their directors, compared with no meetings, increase new RN satisfaction and engagement?

METHODS

- 21 Nurse residents on 7BP and 6K were given a pre survey to determine their feelings on support from directors on their unit.
- The survey included the questions:
  - I have felt supported through my transition to practice.
  - I am satisfied with my relationship with my director and management staff.
  - I have no intention of leaving my position in the immediate future (next 6 months).
- 6K was used as the control unit. No meetings were held.
- Three monthly one-on-one meetings were instituted with each nurse resident and the 7BP director.
- Meeting agenda’s to be organic to foster the nurse to Director relationship.
- A post survey was administered to the 7BP nurse residents after all three meetings were completed to determine if feelings changed post meetings.

OUTCOMES

- Pre survey was completed by 5 RNs (one being blank), post was completed by 5.
- Nurse residents felt that these meetings provided them with a positive transition to practice.
- The other eight questions had no change in response score pre and post.
- Pre survey showed RNs felt comfortable communicating with their director however the post survey noted the need for improvement with visibility and accessibility.
- Only one person was unsatisfied with their current position and had an intention of leaving in the next 6 months.

LIMITATIONS

- 5K and 7A nurse residents did not implement meetings.
- 7B already has monthly meetings during first few weeks of orientation however the meetings continued through their residency period.
- Not all residents on 7B met with the director.
- Some results may be skewed due to previous positive rapport with director (ie. worked within the same clinical area prior to transitioning to the RN role)

CONCLUSION

- Meeting with directors may not have been effective based on results.
- Recommendation for further research includes implementation of monthly meetings with Directors over the entire course of the nurse resident program to determine the effect on job satisfaction.

References:


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