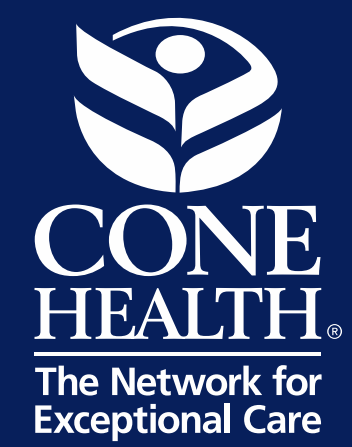




Evaluation of Retention and Satisfaction Among New Graduate Nurses Participating in a Nurse Residency Program

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BACKGROUND AND SIGNIFICANCE

- ❖ Shortage of registered nurses (RNs) in the United States (US) expected to worsen¹ due to fewer:
 - Practicing nurses^{2,3}
 - Nursing students and faculty²
 - Clinical receptors/sites²
 - Available funding for educational programs²
- ❖ Nurse residency programs (NRP) proposed as means to address these trends among new graduate RNs (NGNs)⁵ and aid in improving job satisfaction and support⁵⁻⁸

OBJECTIVES

- ❖ The purpose of this project was to:
 - Evaluate impact of NRP for NGNs on reported levels of:
 - Comfort
 - Confidence
 - Job satisfaction
 - Examine retention rates and compare over time

METHODS

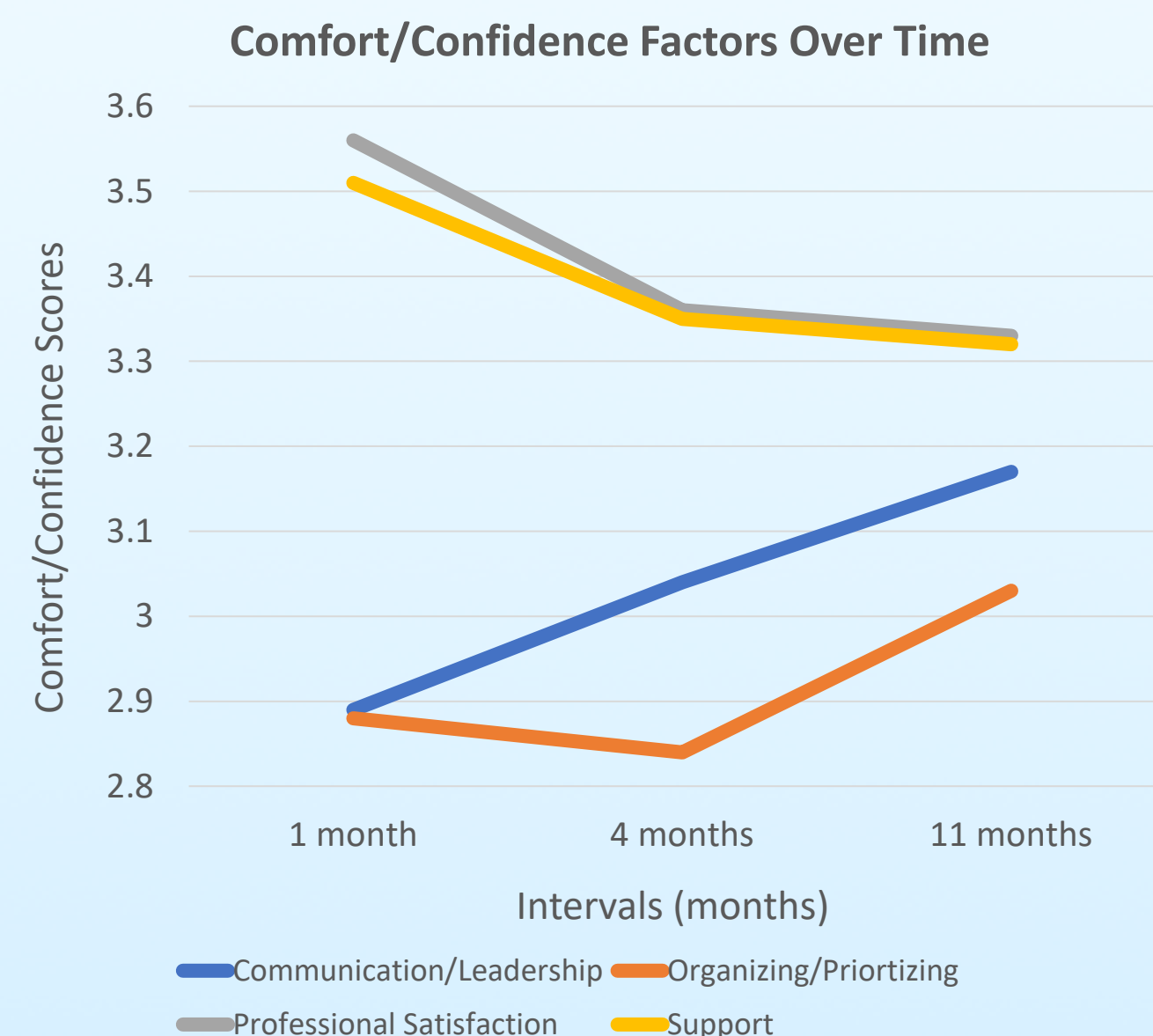
- ❖ Instrument: Casey-Fink Graduate Nurse Experience Survey (Revised)
- ❖ SPSS analysis of survey results from Summer 2020-21 NRP participants at 1-, 4-, & 11-month intervals
 - ❖ Descriptive statistics
 - ❖ One way ANOVA and Independent t-testing
- ❖ Evaluation of retention rate dashboard provided by NRP staff

RESULTS: DEMOGRAPHICS

- ❖ N=159 participants enrolled in Summer 2020-21 cohort
- ❖ Mean age: 28.32 years (range 20-55 years)
- ❖ Most Caucasian females with Associate Degree

RESULTS: COMFORT/CONFIDENCE

- ❖ Highest composite reports at 11 months at time of NRP completion (\bar{x} =74.06, sd 8.5438)
- ❖ Highest overall reports in professional satisfaction and lowest in organizing/prioritizing



RESULTS: COMFORT/CONFIDENCE (CONTINUED)

- ❖ Notable findings include declines in:
 - Satisfaction with chosen specialty and in feeling work was exciting
 - Feelings that manager and preceptor provided encouragement and feedback and helped develop confidence
 - Feeling job expectations were realistic and in feeling overwhelmed

RESULTS: JOB SATISFACTION

- ❖ Satisfaction levels with amount of encouragement and feedback declined steadily
- ❖ Levels related to responsibility amount and career advancement highest at entry, dropped at 4 months, and rebounded by NRP completion

RESULTS: RETENTION

- ❖ Summer 2020-21 retention rate: 88.1%
 - Lower than Summer 2019-20 (92.4%)
 - Lower than NRP goal (90%)

DISCUSSION

- ❖ Most comfort and confidence scores followed what is supported by literature
 - Highest levels at NRP completion
 - Decreases at midpoint of program
- ❖ Job satisfaction overall high among respondents
- ❖ Drop in retention may have been influenced by workplace factors related to COVID-19 pandemic

NURSING IMPLICATIONS

- ❖ NGN needs identified through project:
 - Assistance with organization/prioritization, and feelings of being overwhelmed
 - Communication techniques with patients & family
 - More feedback and encouragement from managers and preceptors

REFERENCES



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