



The Influence of Work Environments on Job Satisfaction Among Registered Nurses

Senior Project

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By

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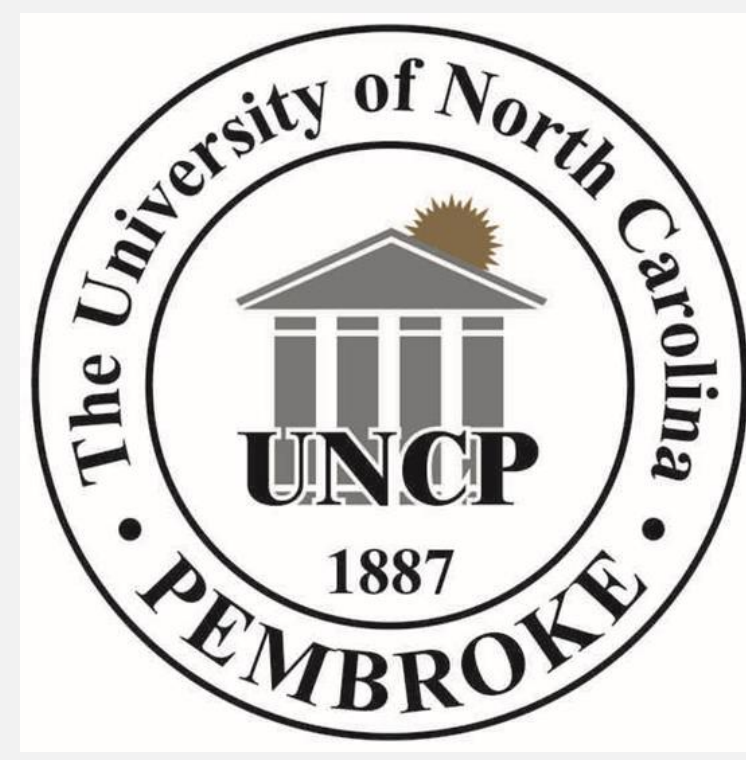
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Abstract

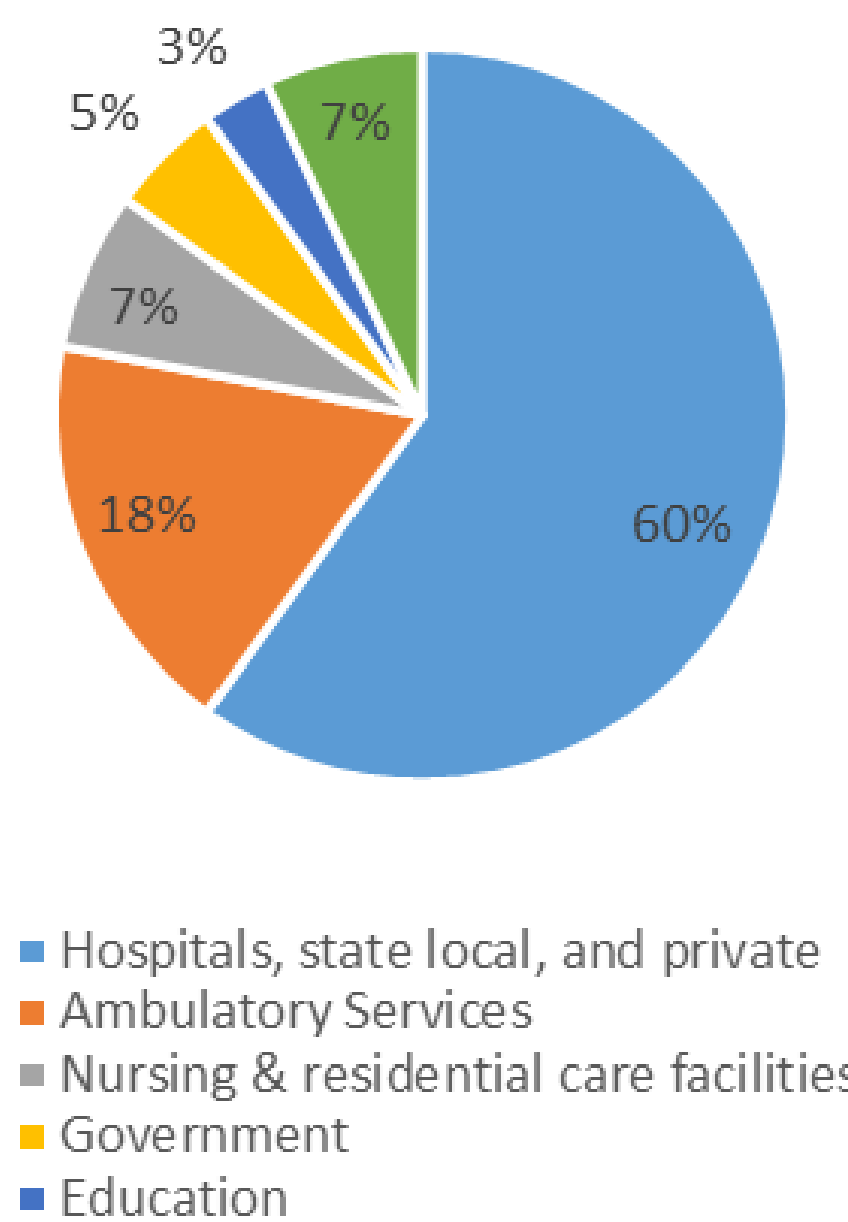
This project reviews literature and studies that focus on the work environment and job satisfaction of nurses. **While nursing takes place in a wide variety of environments most nurses work in a hospital-based environment.** Within hospital-based work environments there are numerous characteristics that have been studied such as unsafe staffing ratios among nurses to patients, extended 12 hour and over shiftwork, occupational safety, work place discrimination, turnover and burnout rates among nurses, and more. **This project focuses on these characteristics of the hospital work environment and how they relate to the nurse's job satisfaction.**

The concept of environment is one of the four components of the nursing metaparadigm, other concepts include nursing, health and people. Often there is an understanding on the importance of the patient's environment, but we struggle to recognize the toxic environments nurses find themselves working in. **The goal of this project is to gain a better understanding of how factors from the work environment influence the job satisfaction of registered nurses.**

Job Summary of Registered Nurses

- As of 2018 over 3 million registered nurses worked in the U.S.
- 195,073 registered nurses licensed by North Carolina
- Entry education is either Associate's or Bachelor's degree
- U.S. median pay for RNs as of 2018 was \$71,730 per year or \$34.48 per hour
- NC median pay for RNs is \$62,560 per year or \$30.08 per hour
- Nurses in a hospital environment work 12 hour shifts on days, nights and weekends
- RNs have several responsibilities and duties including:
 - On-going process of assessment of patients and nursing care needs
 - Collection and interpretation of assessment data
 - Formulate nursing diagnoses based on assessment data
 - Plan nursing care activities and nursing interventions related to the data collected on assessment
 - Implementation of nursing activities and nursing interventions
 - Evaluation of patient outcome
 - Reporting and recording of care and patient status
 - Collaboration and communication
 - Teaching and counseling clients and family members
 - Advocating for patients

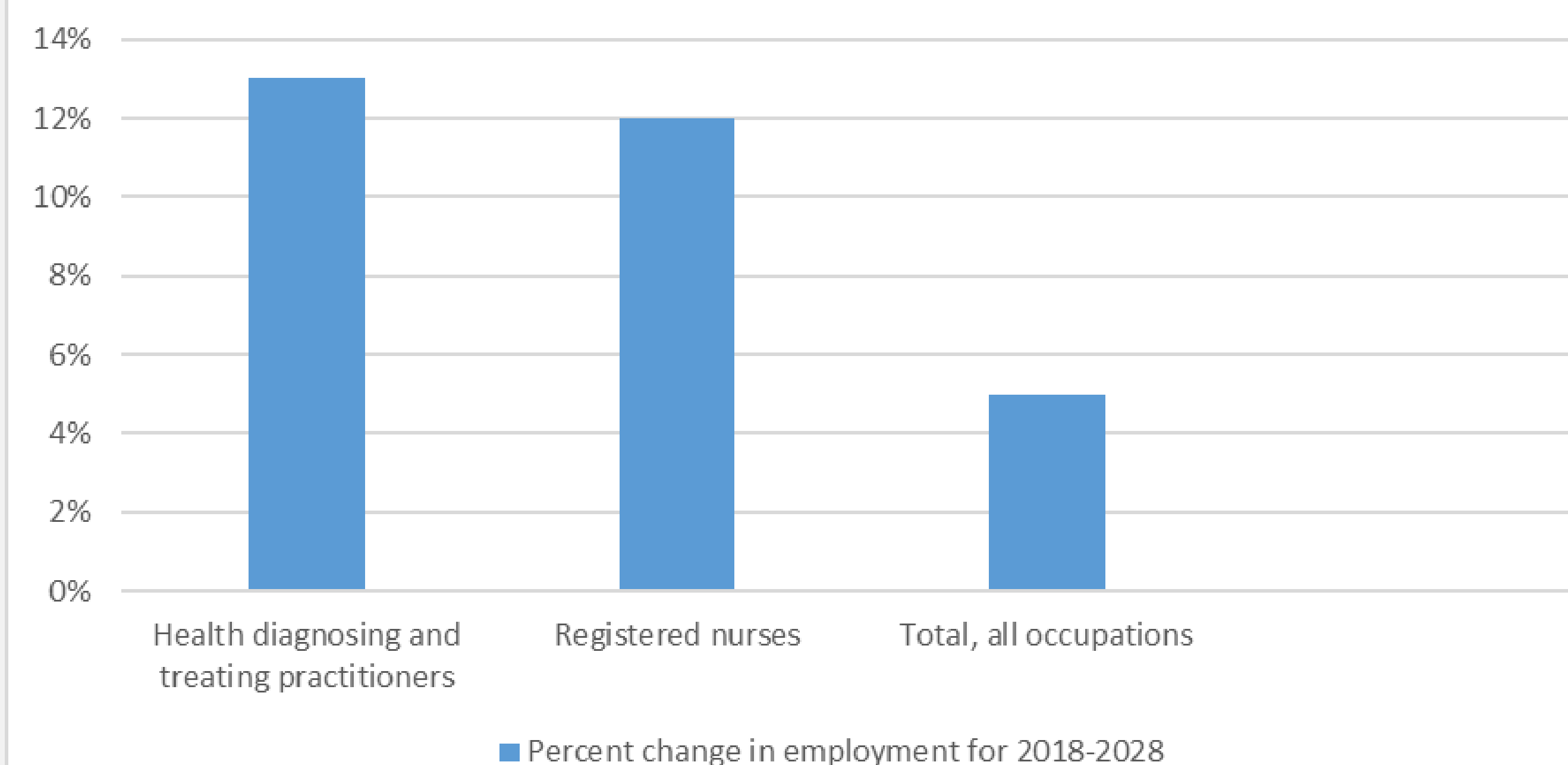
Work Environments of Registered Nurses
 *Data from U.S. Department of Labor Bureau of Labor Statistics 2018



Characteristics of Hospital Work Environments

- Unsafe staffing ratios among nurses to patients
 - California is currently the only state to have a nurse-patient ratio law; 1 nurse to every 5 patients
- Extended 12+ hour shiftwork
- Occupational safety
- Infection exposure
- Workplace discrimination
- Workplace violence
 - Violence can be between nurses, patients, and family members
- Burnout rate among nurses

Job Outlook for Registered Nurses
 *Data from U.S. Department of Labor Bureau of Labor Statistics



Recommendations for Change

- Legislation changes to mandate a nurse to patient ratio in North Carolina and across the U.S.. Not only is this a factor in job satisfaction among nurses but it can affect safety and patient satisfaction.
- Look for employment opportunities at Magnet Hospitals
 - Research has shown that Magnet organizations have a lower nurse dissatisfaction and burnout rate, higher nurse job satisfaction and lower registered nurse turnover.
 - Magnet organizations have numerous benefits to patients including lower mortality rates, lower fall rates, lower nosocomial infections, higher evidence-based practice implementation etc.
 - Currently there are 502 Magnet facilities in the U.S. with 13 of them located across North Carolina.
- Nurses should be involved in the environments of their place of work. This can be in the form of committees, organizations, councils etc. It is important to voice their concerns when a work environment is not safe.
 - When nurses believe their voice is heard about issues in the workplace, their job satisfaction will increase.
- Follow the chain of command when voicing a concern about the work environment.
- Safety is priority in nursing. Speak up when you are concerned for yourself, your colleagues and your patients.
- Follow the policies and procedures of the workplace.
- It's important for nurses to not forget their reason for entering the field. What is their why? Studies have shown this approach to thinking improves job satisfaction.
- As a last resort, leave the unsatisfactory work environment in search for a more safe, stable and satisfactory one.

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