Registered Nurses’ Job Satisfaction and Intent to Stay Following Participation in or Completion of a Nurse Residency Program
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Purpose Statement
The purpose of this research study was to describe and correlate job satisfaction and intent to stay among registered nurses working at an acute care setting with a nurse residency program in eastern urban North Dakota.

Research Questions
Among Registered Nurses working at an acute care setting in eastern urban North Dakota who have completed or are participating in a Nurse Residency program:

1. What are job satisfaction levels and intent to stay rates among registered nurses working at an acute care setting in eastern urban North Dakota who have completed or are participating in a nurse residency program?

2. What are the relationships between demographics, job satisfaction, and intent to stay among registered nurses working at an acute care setting in eastern urban North Dakota who have completed or are participating in a nurse residency program?

Theoretical Frameworks
Two theoretical models were utilized in this study, Maslow’s Hierarchy of Needs Model and the Hildegard E. Peplau Theory of Interpersonal Relations.

Key Theory concepts:
- Nurses who have their basic needs met are more apt to stay employed at the facility and in nursing.
- Safety and security needs are met through the security of employment and a collaborative work environment.
- Nurse residency program goals and outcomes help meet self-esteem needs for novice registered nurses.
- The novice nurse is assisted by the preceptor in the nurse residency program to acquire skills and abilities while exploring different nursing roles and relationship traits.
- The nurse residency program helps the maturation process as a nurse and role models establishing healthy relationships with patients and peers.
- Completing the nurse residency goals and outcomes allows the registered nurse the opportunity to reach their career potential, wisdom, and self-fulfillment.

Target Population
All nurses who were currently participating or had completed the Nurse Residency Program and still employed at the study setting.

Background & Significance
Background:
- Nursing turnover and retention are a priority for healthcare facilities (Zinn, Guglielmi, Davis, & Hoses, 2012).
- National Council of State Boards of Nursing (NCSBN) recommended a nurse residency program for new graduates (Goode, Lynn, Krenek, & Bednash, 2009).
- Institute of Medicine (2011) recommended the implementation of nurse residency programs post degree or when starting a new position.
- New graduate percentages for changing jobs are higher compared to more experienced nursing staff (Setter, Walker, Connelly, & Peterman, 2011).

Significance:
- A large percentage of newly hired graduate nurse leave their first job within the first year, and some leave the nursing profession (Persaud, 2008).
- New graduate nurses need assistance to transition from beginner to competent nurses (Stevens, 2009).
- Various factors impact nursing retention such as changing technology, higher patient acuity levels and unsafe patient care, and the projected nursing shortage (Jones & Gates, 2007; Setter et al., 2011).
- Nurse residency programs help decrease nursing care omissions that affect patient safety and outcomes (Sherwood & Barnsteiner, 2012).

Measurement Tools
- Demographic Tool
  - Author-developed
  - Measured research question two.
- McCloskey/Mueller Satisfaction Scale (MMSS)
  - Authors: Mueller, C. W., & McCloskey, J. C.
  - Measured research question one.
- Intent to Stay One Question Survey
  - Author-developed
- Delivery
  - Paper Survey packet delivered via mailboxes and returned in a sealed envelope to the Research and Development Office at the study setting.

Background
- IRB approval from Minnesota State University Moorhead and from the University of South Dakota.
- Exempt IRB approval from the facility Research and Development Committee.
- Implied consent was used for the survey packet.
- Population over the age of 18.
- Population able to read English.
- Anonymity assured for the participant.
- The Associate Director for Patient Care Services/Nurse Executive at the setting notified the potential participants of the opportunity to participate in the study.

Sample Size
- 12 Registered Nurses Participated.
- 10 of the participants had completed the Nurse Residency Program at the time of the survey (83.33%) and 2 were 2-8 months into the Nurse Residency Program (16.67%).

Demographics
- Age: Mean age 26.70 years (SD 3.33), range 24-34
- Gender and Race: There was not enough data in the different categories to run hypothesis tests.
- All participants reported Not Hispanic or Latino for ethnicity.
- Marital Status: 58.33% (n = 7) reported married, and 41.67% (n = 5) reported single.

Practice Area Setting
- Transferred to a different practice area within the study setting during the time the participant worked at the facility: no (n = 9), yes (n = 3).

Interpretation of Research Questions
- Research Question One
  - The intent to stay rate in the survey was 83.33% (n = 10).
  - The job satisfaction rates were high. A value of 3 or higher was considered favorable; on average all participants except one answered favorable (mean = 111.50, SD = 11.94).

- Research Question Two
  - There was a moderately strong negative correlation that as age increases job satisfaction goes down (correlation coefficient 0.551).
  - The estimated difference was 2.00 less for the median job satisfaction of the married group compared to the median of the single group.
  - The median job satisfaction of the group that transferred was 8.00 less than the median job satisfaction of the group that did not transfer practice areas.
  - The results for gender, race, and ethnicity were non-significant due in part to the very small sample size.

Implications for Practice
- Nurse Residency Programs improve nurse retention and assist the registered nurse transition from nursing school to the practice setting.
- As the nursing shortage escalates and the number of new nurses rises, the needs of the new nurse will become more important.
- New research will need to be done to reevaluate the Nurse Residency Program effectiveness and nurse satisfaction.