The Changing Face in the Workplace: The Arrival of the Millennial Generation

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BACKGROUND

Generational diversity generates a health organization that integrates a healthcare team from the current and senior nurses, with the result that nurses and RNs often multi-generational. This multi-generational team diversity has created more opportunities and challenges. These opportunities and challenges arise from differences found in each generation’s working personality traits, work ethic, values, team membership preferences, job satisfaction expectations, and organizational commitment. By understanding workers from each of the generations, health care organizations can leverage the differences and commonalities to create a satisfying work environment. To prepare and utilize these variables in the nursing workforce, nurse administrators can focus on strategies to integrate these multi-generational differences to create a safe and effective environment for patient care. In addition, recognizing the influx of the millennials in the workplace creates a need to explore student’s perceptions of the workplace. By exploring and using millennials’s student perception, the workplace can adapt to understanding and providing a satisfying environment for the population. To meet the challenges and capitalize on opportunities at present and in the future, it is imperative to understand and accommodate the multi-generational workforce.

STUDY PURPOSE

The purpose of this study is to analyze the perceptions of senior level nursing students who are entering the workforce within the next four months. The group of pre-licensure RN students will be compared to the RN to BSN students comparing their perception of the work environment, job satisfaction, organizational commitment, and personality traits.

STATEMENT OF RESEARCH QUESTIONS

1. Are there differences between pre-licensure RN students and RN to BSN students with respect to realistic, aesthetic and general job satisfaction? If there is difference, in any of the demographic variables associated with the difference?
2. Are there differences between pre-licensure RN students and RN to BSN students with respect to emotional attachment to the organization?
3. What organizational behaviors are shared by both pre-licensure RN students and RN to BSN students?
4. Is there any difference between pre-licensure RN students and RN to BSN students with respect to work and life balance and work performance?
5. What personality traits are different between or shared by pre-licensure RN students and RN to BSN students?

METHODS

A REDCap online survey was developed and administered among students from the participating sites in Spring and Summer 2018 by clicking on an assigned URL. This survey was designed for pre-licensure BSN students and RN to BSN students who are 30 hours or less to degree completion and participating students have consented online. Data collected include student demographic information and their perception of the work environment, job satisfaction, and organizational commitment. Continuous data was presented in mean ± SD and categorical data in frequency and percentage. Two-sample t-test was used to compare means of continuous demographic variables between the two groups and Chi-square tests for categorical variables. Two-sample t-test was performed to compare the variables associated with perception of the work environment, job satisfaction, and organizational commitment. All statistical tests were two-sided with significance level of 0.05 and performed in SAS 9.4 (SAS, Cary, NC). Careful attention was paid to ensuring that data satisfy assumptions required of a particular analytic strategy.

PRELIMINARY RESULTS

A total of 125 students completed the survey with 35 RN to BSN (28%) and 90 pre-licensure BSN (72%). The mean age for all students is 34.5 ± 3.6 and 32.5 ± 3.8 for pre-licensure BSN students (P<0.0001). About 66% of RN to BSN and 9% of pre-licensure BSN students have worked full time or part time as a licensed nurse (P<0.0001). No significant difference of race, gender or current GPA distribution was found between the two groups. Significant difference was noted in their perception of the work environment, job satisfaction, and organizational commitment in this sample. In perception of job satisfaction, pre-licensure BSN students are more satisfied about the chance for job advancement (P<0.04). For organizational commitment, RN to BSN students tend to feel a stronger sense of belonging to their organization (P<0.01) and are more afraid of getting their job without having another one lined up (P<0.0001), but care more that people continue to change jobs (t-test 0.0025). In terms of personal traits, more pre-licensure BSN students see themselves as ambitious and easily upset than RN to BSN students (P<0.01).

REFERENCES


