

Longevity at the Bedside: Exploring Why Nurses Stay

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Background

- ◆ Current literature describing nurses motives for leaving their place of employment, or nursing altogether, does not delineate why, given the same circumstances, some nurses stay and others leave
- ◆ Turnover has a negative impact on the competitive strength of an organization due to the loss of skilled, experienced, and expert employees
- ◆ Expert nurses at the bedside have been found to positively influence patient outcomes
- ◆ One million Baby Boomer nurses will be eligible for retirement in 10-15 years, enhancing the current nursing shortage

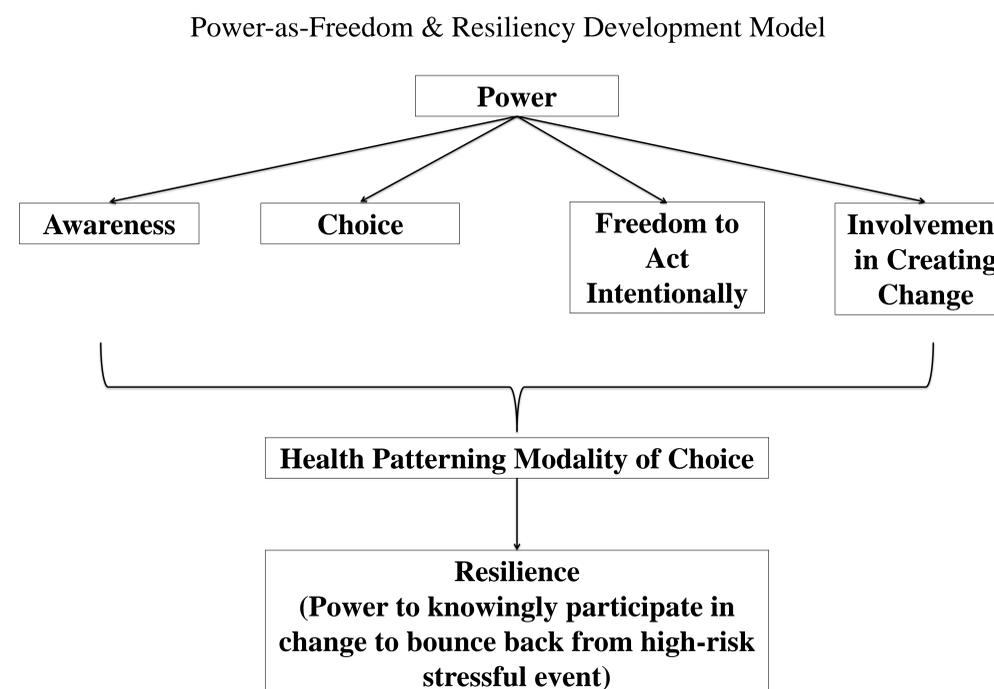
Proposed Project

- ◆ Discover why some nurses have stayed in acute care hospital settings as front-line staff for ten years or longer
- ◆ Determine if nurses remain at the bedside due to organizational commitment and/or personal resilience using the OCQ and CD-RISC-25
- ◆ Disseminate study findings to administrators, nurse recruiters, and nursing leadership of participating organizations to assist development of retention strategies

Purpose

To explore why nurses remain at the bedside in one healthcare organization for ten years or longer

Theoretical Framework



Setting and Method

- ◆ Setting: Two acute care hospitals in northern Indiana, additional information from social media and professional nursing organizations
- ◆ Method: Distribution of Organizational Commitment Questionnaire (OCQ) and Connor-Davidson Resilience Scale-25 (CD-RISC-25) via Survey Monkey software through facility electronic mail, additional survey links distributed through social media and professional nursing organizations.

Implications for Practice

- ◆ Learning the motivation of the experienced nurse to remain in stressful, chaotic and demanding care environments may assist organization leadership to develop strategies for retention of expert nurses of Generation X already at the bedside.
- ◆ Retaining these nurses will ensure safe and quality care is delivered to the aging, and increasingly acute and complicated, population