What Nurses Want and What are their Perceived Stress Levels?

### Practice Problem
- Hospitals are facing issues with staff retention, recruitment, and job satisfaction.
- Hospitals are also comprised of a multigenerational workforce (Veterans, Baby Boomers, Generation X, Millennials, and Generation Z).
- Knowing what their perceived stress levels are and what they want (incentives) from their workplace can help shed some light on how hospitals can improve staff job satisfaction and retention.

### References

### Clinical Question
What Nurses Want and What are their Perceived Stress Levels?

### Learning Outcomes
- To identify top work incentives important to each generation of nurses (Veterans, Baby Boomers, Generation X, Millennials, and Generation Z)
- To identify each generational nursing workforce perceived stress levels
- To identify strategies and interventions to help in nursing staff satisfaction and retention

### Project Evaluation
- 105 surveys received
- More females than male nurse survey responders
- A majority of the nurses were Black/African-Americans, have BSN degrees, and born between 1981 and 2000
- In the Incentives section, **Premium Pay, Paid Time Off, and Overtime Pay** ranked highest in the financial sub-section
- In the other Incentives sub-section, **Medical Benefits, Day Care, Retirement and Pension Benefits** also ranked high
  - **Baby Boomer Nurses** (b. 1946-1964) had an average PSS of 21.5 (moderate stress), but this group had the **highest PSS scores** out of all generations.
  - **Generation X nurses** (born between 1965 and 1980) had an averaged PSS score of 17.2 (moderate stress)
  - The **Millennials** (b. 1981 and 2000) had an average PSS score of **19.6 (2nd highest)**

### Project Description
- Research study conducted in a community hospital in Brooklyn, New York, United States
- IRB approval obtained in August 2019
- Inclusion and exclusion criteria, consent were attached to each survey given by email and hard copies to each nurse/department
- Survey conducted from Sept- Oct 2019
- Survey consisted on nurse demographics, incentives ranking and Perceived Stress Scale (PSS) scores.

### Conclusions
- Financial incentives and medical benefits rank high on reasons why nurses want to stay in their current workplace.
- The Baby Boomer and Millennial generations have the highest Perceived Stress Scale scores.
- Collaboration needed between Human Resources (HR), nursing union, and Nursing Administration on recruitment/retention strategies of nurses.
- Further studies needed to capture other generation group feedback on incentives and stress levels.
- Strategies to decrease stress levels of staff needed in organizational level