Examining Stress, Anxiety, and Resilience in New Graduate Nursing Residents During COVID-19

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Purpose: The purpose of the study is to describe the stress, anxiety and resilience among nurses enrolled in a new graduate residency program during COVID-19.

Methods: A descriptive, repeated measures one group design to assess the stress, anxiety and resilience of new graduate nurses enrolled in a 12 month residency program during the COVID-19 pandemic. The research questions are: 1) How will the implementation of the Happiness Bundle (educational session, weekly tip sheet & care card) impact new graduate registered nurses stress, knowledge and use of resources during and after their residency program and 2) How will the Happiness Bundle impact retention, engagement and patient satisfaction? The setting is an academic hospital system in Southern California. The sample is a convenience sample of 100 new graduate nurses (less than 12 months since graduation) enrolled in a 12 month nurse residency program at an academic health system between July 2020 and June 2021. The study intervention consists of a self-care educational presentation, weekly self-care tips and self-care resources incorporated into the residency curriculum will also be evaluated for usefulness. Electronic surveys will be sent out after an informational session the first week of the residency (baseline), at 6 and 12 months during the residency and 6 months after graduation from the residency. The electronic survey includes demographic information in addition to the following scales: the DUREL, Perceived Stress Scale, STAI-TRAIT inventory, Brief Resilient Coping and Connor-Davidson Resilience Scales. Additionally, organizational statistics including nurse retention rates, employee engagement scores HCAHPS scores will be examined for the practice areas of the new residents.

Results: Are currently not available as the study is in progress, but will be available at time of the conference.

Conclusion: The retention of new graduate nurses within an organization is important to optimal patient outcomes. It is also has an economic impact on an organization. With many new graduates seeking alternative employment between 2 and 3 years more information is needed on the onboarding experience in order to provide appropriate resources and experiences.
This research study examines the levels of stress, anxiety, and resilience in new graduate nurses enrolled in a 12 month nursing residency program during COVID-19 pandemic. This study is using a repeated measures design following the residents at baseline, 6 months, 12 months and 18 months.

References:

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**Author Summary:** Dr. Patricia Radovich is currently the Director Nursing Research for Loma Linda University Health Hospitals. Her clinical career spans 45 years in surgical/trauma critical care and hepatology/liver transplantation. The focus of her research is personal risk perception, healthy work environments and the transition of research into practice. She is active in the Gamma Alpha chapter and the chair of the GA Governance Committee. She is also active member of the ACNL research committee.

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