Title:
Work Stress/Strain, Low Job Satisfaction, and Intent to Leave Home Healthcare Nursing Among Home Healthcare Registered Nurses (HHC RNs)

D. Paxson Barker
School of Nursing, The George Washington University, Ashburn, VA, USA

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3:50 PM

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Effort Reward Imbalance, Home Health Care Registered Nurse (HHC RN) and work stress

References:
Barbara Sattler,RN, DrPH, FAAN Jane Lipscomb,PhD, MS, RN, FAAN

Abstract Text:
Background: The U.S. shortage of Home Health Care (HHC) Registered Nurses (RNs) is growing and the demand for HHC RNs is estimated to increase 109% by 2020. Factors associated with this shortage of HHC nurses include job stress/strain and low job satisfaction. Predictors of intent to leave their present HHC nursing position are not clear. To date, no published studies have been found that apply the effort-reward imbalance (ERI) model to HHC RNs.

Purpose: The purpose of this study was to measure the level of job stress/strain associated with a low job satisfaction and intent to leave reported by HHC RNs practicing in the state of Maryland.

Methods: This is a secondary analysis of the data collected from 794 HHC RNs participating in a 2006 study exploring hazard exposures in homecare. A mixed-methods analysis was conducted including quantitative and qualitative analysis.

Results: Of the 206 HHC RNs that provided a narrative, 27.2% (n=56) reported an intent to leave or had already left their HHC positions. The six most frequent categories reported in the HHC RNs narratives included: negative organizational traits, work stress, love homecare, overwhelming paperwork, inadequate financial compensation, nurse attrition/intent to leave. Logistic regression analysis demonstrated reward as a significant predictor of good job satisfaction for all groups. Overcommitment and effort were significant predictors of low job satisfaction. Elevated ERI scores were reported for respondents with (77.2%) and without (35.0%) narratives indicating the respondents with narratives reported a higher incidence of elevated ERI scores compared to those without narratives.

Conclusions: Many HHC RNs noted improvement is needed in their work environment. Job strain/stress is evident among HHC RNs and aspects of effort, reward, and overcommitment were found to be associated with low job satisfaction but no association with intent to leave.