

Research on the Sense of Coherence of newly graduated nurses in Japan within their first Six Months of Employment

Division of Nursing, National Defense Medical College

©Yasue Yamazumi, Akira Kitagawa, Fumiko Yasukata

Faculty of Nursing, Fukuoka Prefectural University

Chie Ikoma

Purpose①

Yearly Trends in the Job Turnover Rate among Nursing Professionals

	2008 (n=3,539)	2009 (n=2,803)	2010 (n=3,088)	2011 (n=3,198)	2012 (n=3,392)
Turnover Rate of New Nurses	9.2%	8.9%	8.6%	8.1%	7.5%

From Japan Nursing Association “2013 survey on supply and demand of nursing in hospitals”
http://www.nurse.or.jp/up_pdf/20130307163239_f.pdf (accessed on 2013/05/10)

- ❖ 2012: 7.5% = 3,900 new nurses
- ❖ 3,900 = 50 nursing colleges all over Japan
- ❖ 2013: total new nurses = 50,200

Purpose②

- ❖ 2009: turnover rate of new nurses =8.9%
- ❖ 2009: turnover rate of all new graduates = 11.4%
- ❖ Nursing = highly specialized profession - > necessary measures to lower turn over rate
- ❖ Workplace support system
- ❖ Stressors
- ❖ Individual stress coping abilities
- ❖ Research SOC (sense of coherence), stressors, and social support
- ❖ Identify influencing factors

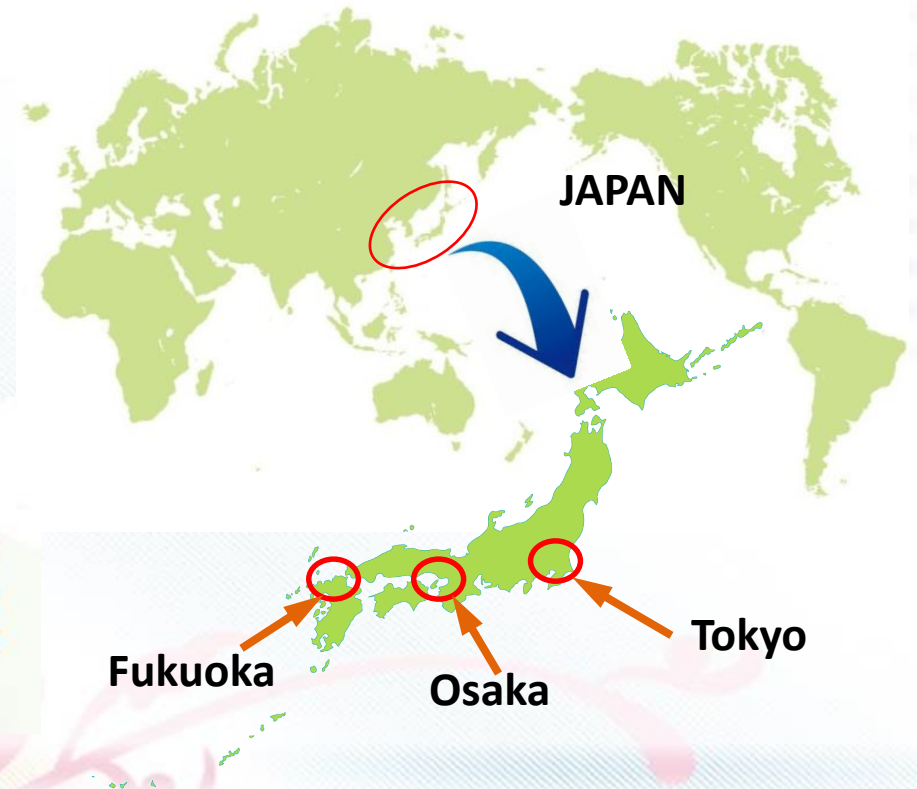
Method

- ❖ Investigation Method: Direct mailing.
- ❖ Investigation Period: September 1 – 30, 2012
- ❖ Subjects: 914 new nurses hired in 2012.
- ❖ Format: written questionnaire
- ❖ Response rate: 30.9% (283 of 914)
- ❖ Valid response rate: 98.9% (280 of 283)



Ethical considerations

- ❖ Approved by ethics committee of Fukuoka Prefectural University
- ❖ Anonymous questionnaire
- ❖ Non obligatory participation
- ❖ Participating = consent



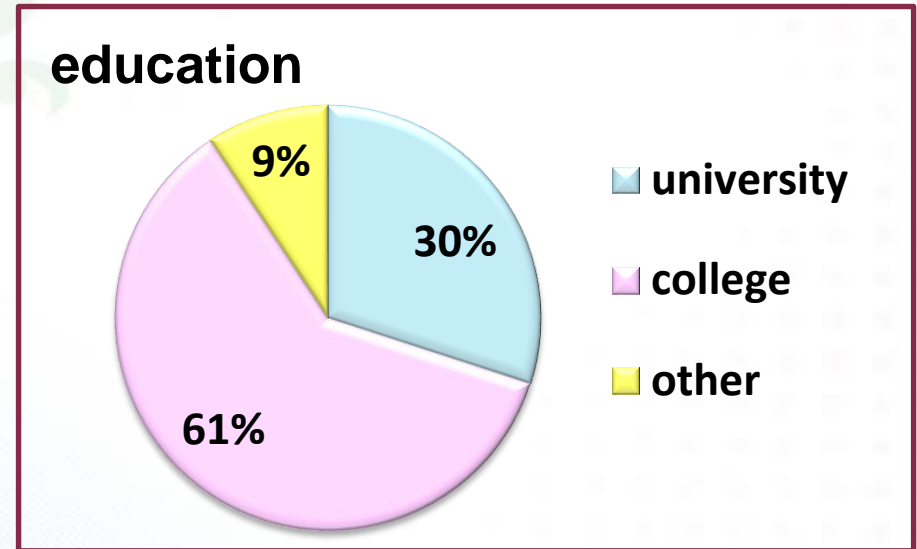
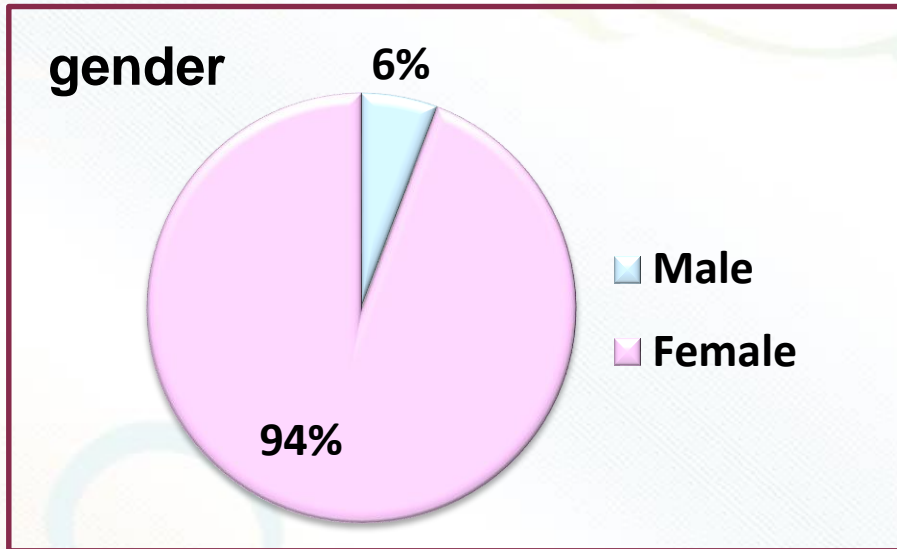
Results①

- ❖ Collection Rate: 283 of 914 Individuals (30.9%)
- ❖ Valid Response Rate: 280 of 283 Individuals (98.9%)

	Ave	SD	Min	Max
Age	25.6	6.1	20	49
SOC	50.4	10.1	24	82



Results②



Results③

- ❖ The average SOC score for all respondents was 50.4 ± 10.6 .
- ❖ Four factors that influenced SOC were extrapolated as follows:
 - 1) “perceived adequacy of your job ($\beta=0.290^{***}$)”
 - 2) “job satisfaction ($\beta=-0.232^{***}$)”
 - 3) “satisfaction with job and life balance ($\beta=0.249^{***}$)”
 - 4) “the degree of utilization of technical skills ($\beta=0.101^{**}$)”

(Adjusted R-square= 0.341) ($^{***}p<0.001$, $^{**}p<0.01$, $^{*}p<0.05$)



Conclusion

- ❖ Respondents have high ability to cope with stress
- ❖ High SOC -> high ability to cope with stress -> better at seeking help
- ❖ Early stages of adulthood = SOC forming period
- ❖ High SOC -> prevents resignation and burnout
- ❖ Better workplace support => lower turnover rate



Possible future actions

- ❖ 3 month, 6 month, 9 month concise survey for all newly graduated nurses
- ❖ Fill out questionnaire in working time
- ❖ Train hospital staff at supporting newly graduated nurses



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