

RETENTION RATE OF NEW GRADUATE NURSES

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PROBLEM

The continued turnover of newly hired graduate nurses (GNs) impacts the culture of retention on a national, regional, and departmental level. In the case of the eight campus hospital system located in Central Florida, factors determining why new GN retention rates are decreasing have not been identified. The significance of this quality improvement project is to identify key factors that contribute to the decreased retention rate during the first year of hire. The purpose of this quality improvement project was to develop an electronic survey tool that could identify specific factors that contribute to a new GN's decision to separate from this hospital system. The reduction of separation for the hospital system will result in decreased orientation costs, an increase of nurses with more experience to provide higher levels of care, and an increased retention rate.

Key Terms:

Electronic survey tool, job control, purposeful sampling, quality improvement projects, network centrality, new graduate nurse, novice, retention rate, separation.

SAMPLE DESCRIPTION

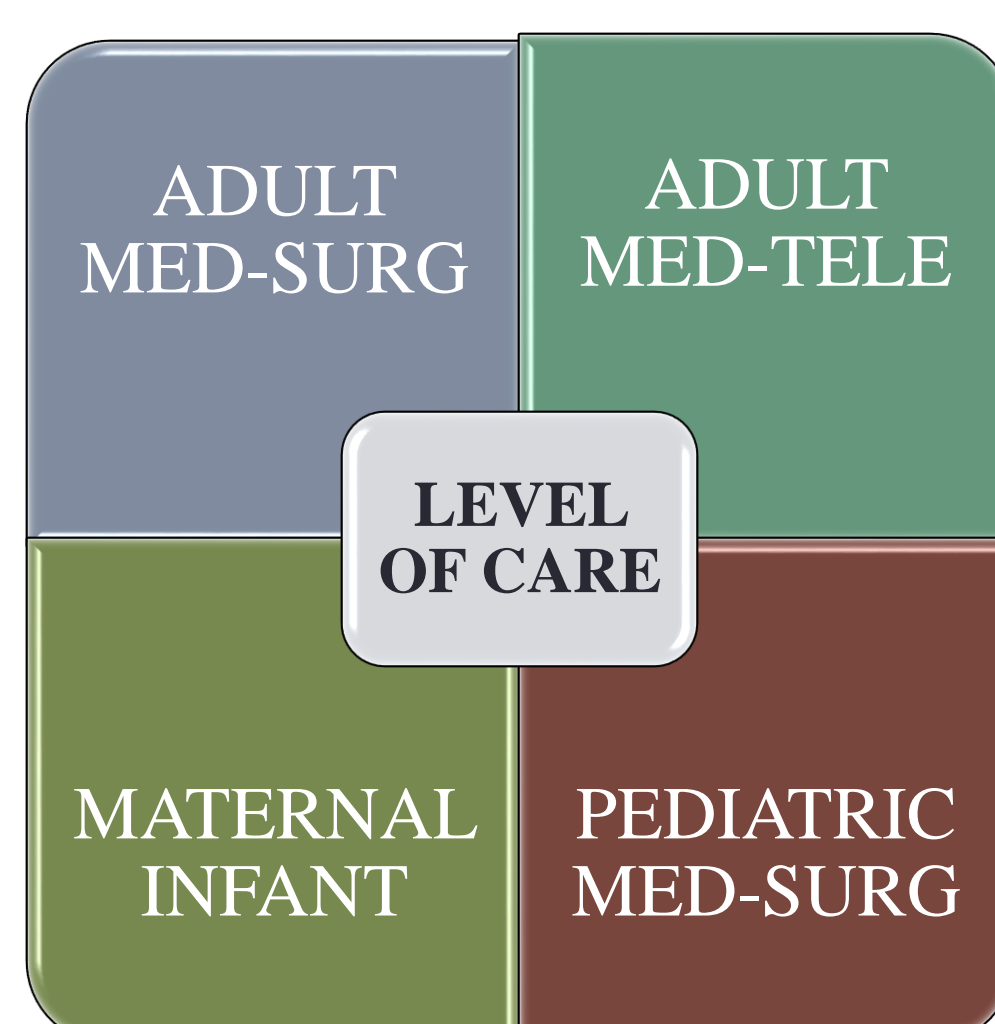
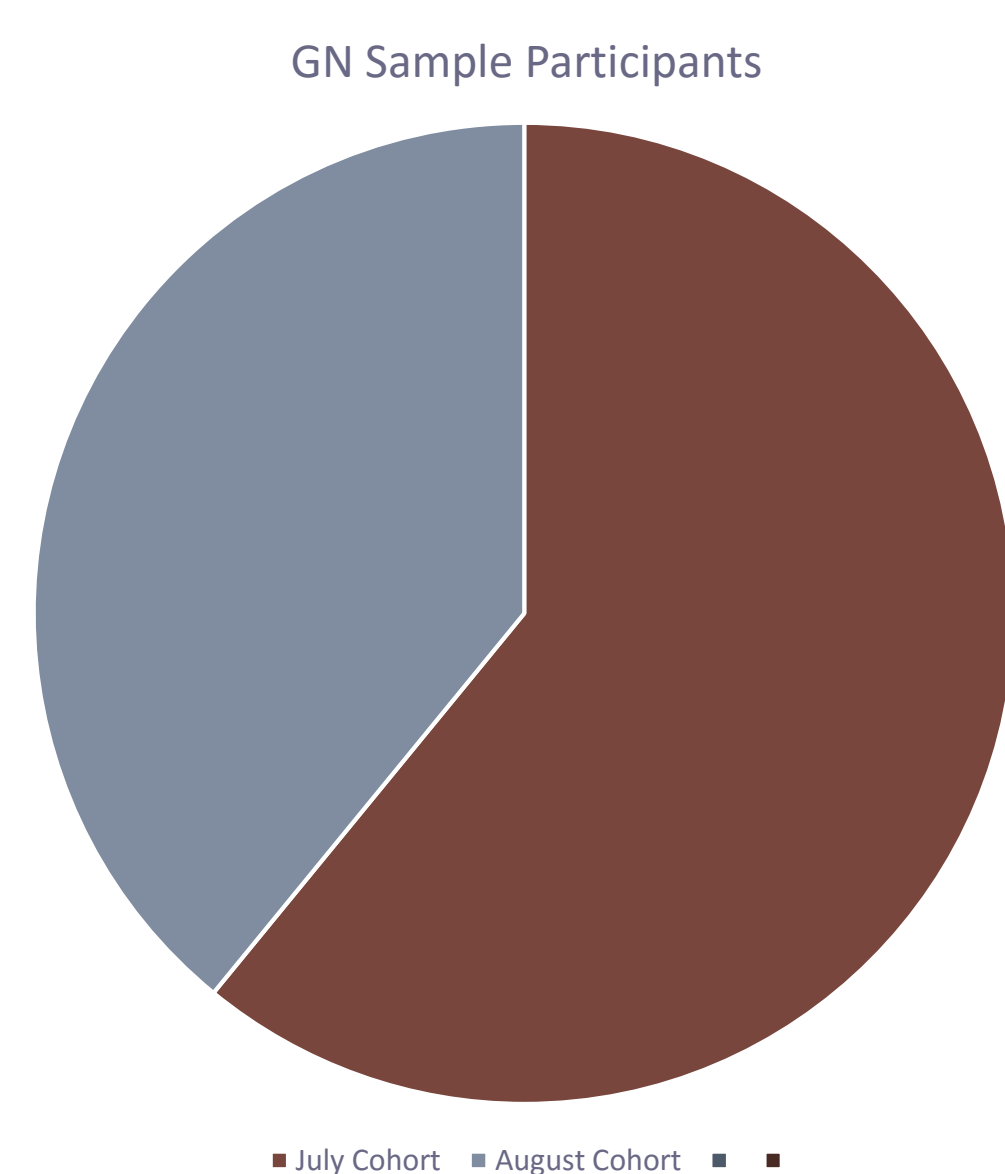
NEW GRADUATE NURSES



JULY 2015 GN COHORT
60.92% (53) Responses



AUGUST GN COHORT
39.08% (34) Responses



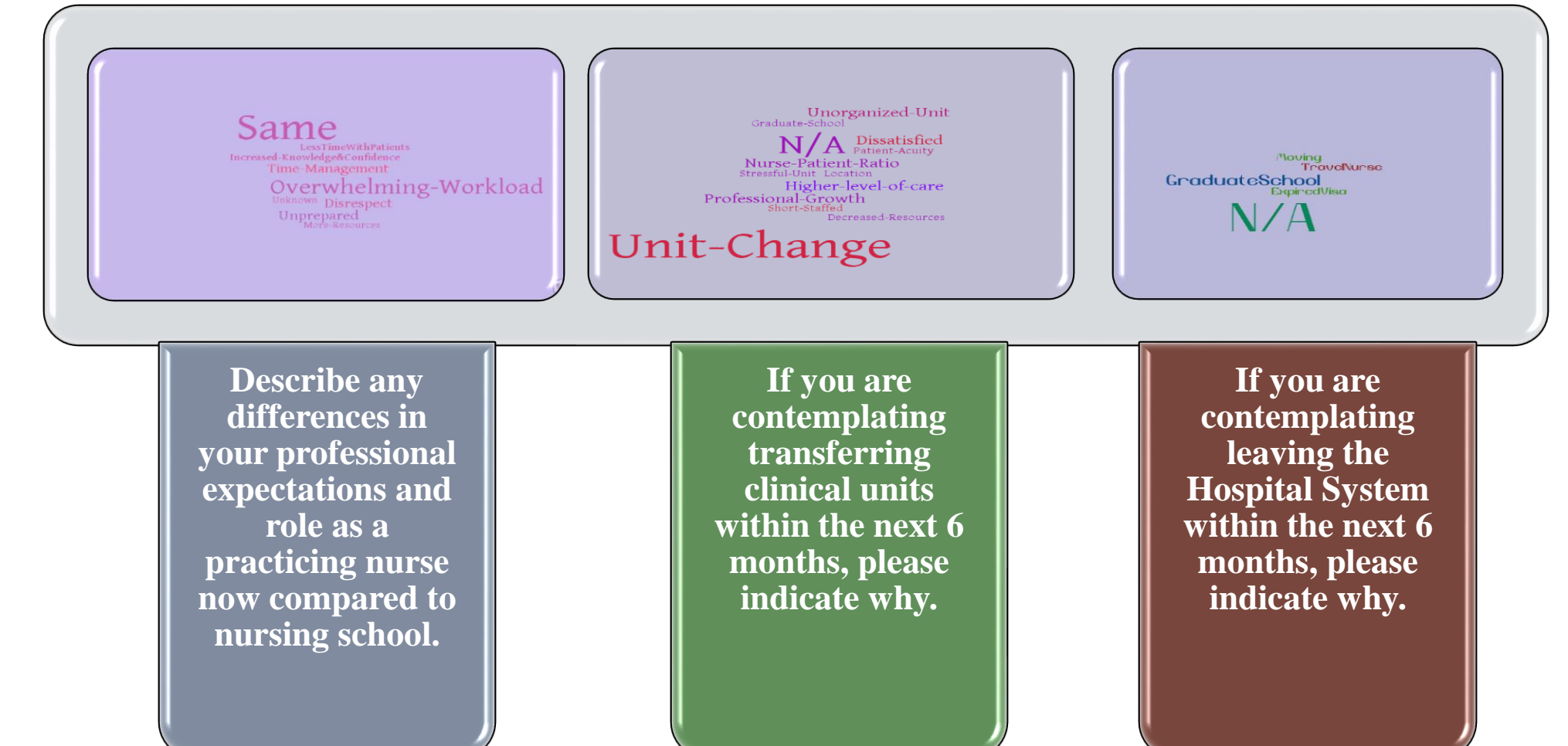
METHODS

The questionnaire was specific to new GNs hired during a two month period to work on five units within the 8 campus Central Florida Hospital system, these new hires were not required to sign a 2 year contract. The five units included the Medical-Surgical, Medical-Tele, Pediatric Medical-Surgical, Maternal Infant, and Psychiatric Medical Units. The questionnaire was disseminated from January 7, 2016 through February 29, 2016 via Survey Monkey. Participants were identified by their hire date, hospital campus, and level of care. There were 87 out of 311 voluntary participants in the purposeful sample. Data was shared with the Clinical Education & Staff Development Director, GN Training Manager and Coordinator, and the Director of Nursing for quality improvement measures.

RESULTS



RESULTS



RECOMMENDATIONS

Distribution of the electronic survey at both the 6-month and 12-month period post-hire date to evaluate the new graduate nurse's understanding and experience of the past 6-months transition from orientation to nursing practice, Glaser and Strauss' Evaluation Criteria for a Grounded Theory study will be utilized (Powers, 2015).

CONCLUSIONS

In conclusion, the evidence indicated that only 1.15% of the participants planned to separate from the hospital system within the next 6 months and out of that 1.15% only 15% of the participants indicated a reason why they were contemplating separation. Further research is necessary to explore why GNs leave their workplace.

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