Title:
Retention Rate of New Graduate Nurses

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Session Title:
Leadership Poster Session 2
Slot (superslotted):
LDP PST 2: Monday, 19 September 2016: 7:00 AM-8:00 AM
Slot (superslotted):
LDP PST 2: Monday, 19 September 2016: 9:45 AM-10:15 AM
Slot (superslotted):
LDP PST 2: Monday, 19 September 2016: 12:00 PM-1:30 PM
Slot (superslotted):
LDP PST 2: Monday, 19 September 2016: 3:15 PM-3:45 PM

Purpose:
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.

Keywords:
New graduate nurse, Retention rate and Separation

References:
Lin, P. S., Viscardi, M. K., & McHugh, M. D. (2014). Factors influencing job satisfaction of new graduate nurses participating in nurse residency programs: A systematic review. The Journal of Continuing Education in Nursing, 45, 439-450. http://dx.doi.org/10.3928/00220124-20140925-15 Nei, D., Snyder, L., & Litwiller, B. (2014). Promoting retention of nurses: A meta-analytic examination of the causes of nurse turnover. Healthcare Management Review, 1-17. Powers, B. A. (2015). Critically appraising qualitative evidence for clinical decision making. In B. M. Melnyk, & E. Fineout-Overholt (Eds.), Evidence-based practice in nursing & healthcare: A guide to best practice (3rd ed., pp. 139-168). Philadelphia, PA: Wolters Kluwer Health.

Abstract Summary:
The continued turnover of newly hired graduate nurses (GNs) impacts the culture of retention on a national, regional, and departmental level. 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.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
State the Purpose for the Project	To determine why new GNs are separating from their nursing jobs within 1-year of hire?
Describe the Methodology used for the Project	Identify 2 major reasons why GNs separate from their place of employment with 1-year of hire.

Abstract Text:

Retention Rate of New Graduate Nurses: The Creation and Implementation of an Electronic Survey Questionnaire

Lynelle F. Callender, DNP, RN, PHN, INS

Abstract

The continued turnover of newly hired graduated nurses (GNs) impacts the culture of retention on a national, regional, and departmental level. In the case of a hospital located in Central Florida, factors determining why new GN retention rates are decreasing have not been identified. The Human Resource (HR) Department, gathered statistical data on hires and separations of new GNs from June 2014 to May 2015, but the factors contributing to the voluntary and involuntary separations were not captured.

The significance of this quality improvement project is to identify key factors that contribute to the decreased retention rate of a Central Florida hospital's newly hired GNs the first year of hire. A qualitative evidence-based purposeful sampling electronic questionnaire that can be used prior to or at the 6-month post-hire date for GNs was created and disseminated.

The purpose of this quality improvement project was to develop an electronic survey tool that could identify specific data that contribute to a new GN's decision to separate from the hospital.

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. There were 87 out of 311 voluntary participants in the purposeful sample.

The findings contributing to the decreased retention rate of new GNs the first year of hire included relocation, entering graduate school, work visa expiring, wanting a higher acuity of care, and a desire to become a travel nurse. Only 1.15% indicated plans for separation from the Central Florida hospital system within the next 6 months. The second largest group 35.63% of the participants indicated they planned to stay for the next 2 years. The largest group indicated they planned to stay for the next 5 years. Participants indicating plans to stay for the next 3-4 years were 17.24%.

In conclusion, the evidence indicated that only 1.15% of the participants planned to separate within the next 6 months and out of that 1.15% only 13 out of 87 participants answered why they were contemplating leaving. Further research is necessary to capture why new GNs are leaving their workplaces within the first year of hire.

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