

Title:

Influence of Shared Governance on the Level of Engagement, Satisfaction, and Turnover Intention Among Nurses

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Session Title:

Leadership Poster Session 2

References:

Jackson, D., & Hutchinson, M. (2015). Leadership, ethics and nursing work environments. *Leadership and Nursing: Contemporary perspectives*, 51. Hess, R. (2011). Slicing and dicing shared governance in and around the numbers. *Nursing Administration Quarterly*, 35(3), 235-241.

Abstract Summary:

Poster contains tables and full description of an intervention program, results of pre and posttest.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
the learner will be able to describe at least 2 positive outcomes of shared governance	The presenter will discuss the benefits of shared governance and its impact on nurses
The learner will be able to describe the influence of shared governance on nurses level of satisfaction, engagement, and turnover intention.	the presenter will present the relationships between the study variables.

Abstract Text:

Increased engagement of registered nurses through different professional practice models such as shared governance has been proposed as a necessity to improve quality patient care, contain costs, increase nurses satisfaction and retain qualified nurses. Employee engagement was found to be significantly associated with high job performance and a lower absenteeism rate in many healthcare organizations. Furthermore, increased nurses engagement was linked to reduced turnover rate and increased job satisfaction among nurses. Shared governance is one strategy that could be used to enhance nurses' engagement and satisfaction in the workplace and was recognized by American Nurses Credentialing Center (ANCC) as one of the essential criteria for the Magnet Recognition. Shared governance is as a professional practice model in which all staff and leadership collaborate, share decision- making and accept accountability for improving the quality of care, safety, and enhancing work life. Shared governance in nursing provides a vital decision-making infrastructure that allow nurses to be engaged in making essential decisions about their practice. Decisions that are solely depend on data may not be accurate as decisions that are staff driven. Quality in nursing practice can be achieved and sustained if nurses have influence and contribute in the decision-making process. Despite the positive outcome that result from participation of registered nurses in shared governance activities and meetings, there are limited studies that examine that influence of shared governance on nurses level of satisfaction, engagement, and turnover intention.

Aim: the aim of this study is to measure the impact of nurses' participation in shared governance on their level of engagement, satisfaction, and turnover intention.

Method: Pretest-posttest quasi-experimental study design.

Result: In progress

Nursing Implications. Nurses want their voices to be heard and their contributions to be valued, shared governance in nursing would help nurses to work collaboratively and collegially to reach best decisions about their practice. shared governance can be seen as a valuable resource to increase engagement, satisfaction and reduce turnover intention among registered nurses.