

Influence Of Shared Governance On The Level Of Engagement, Satisfaction, And Turnover Intention Among Nurses

Nouf Aldhafeeri, BSN, RN ; Sitah Alshutwi, MSN, RN (PhD candidate)



Introduction

- 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 nurses¹.
- Employee engagement was found to be significantly associated with high job performance and a lower absenteeism rate in many healthcare organizations²⁻³
- 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 Recognition⁴.

Purpose

- To measure the impact of nurses' participation in shared governance on their level of engagement, satisfaction, turnover intention and patients' outcomes.

Methods

Design

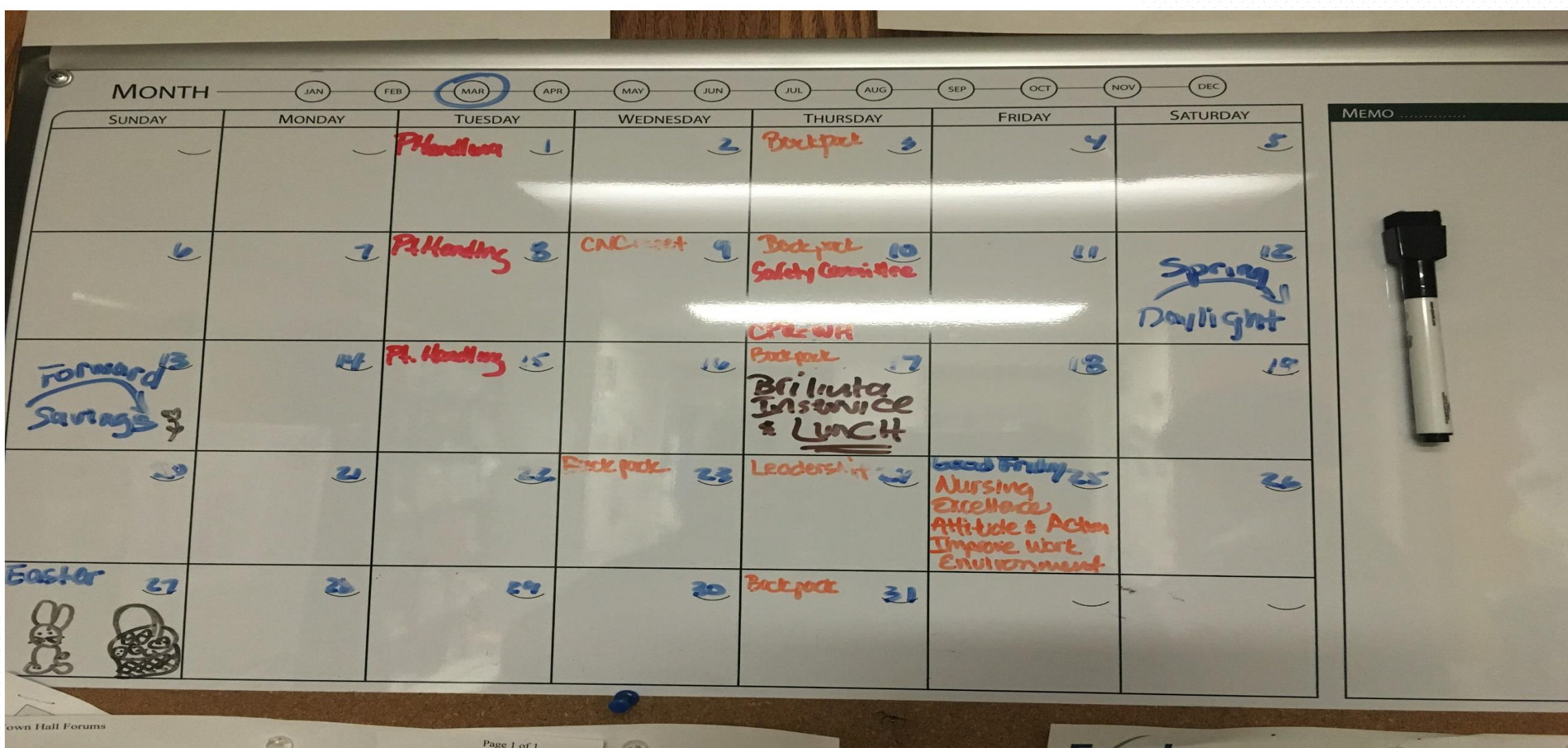
- Pretest-posttest quasi-experimental study design.
- A questionnaire was distributed pre and post to the target population .
- The project used a secondary analysis of data gathered to track the expected outcomes monthly.

Intervention

- Calendar reminder board was placed in the staff lounge.
- Takeaway points from shared governance activities were placed in the unit for nurses to read.
- Nurses were encouraged to attend and participate in shared governance councils and committees meetings by recognition.

Instrument

- The Gallup Workplace Audit has a Cronbach's alpha reliability of 0.91.



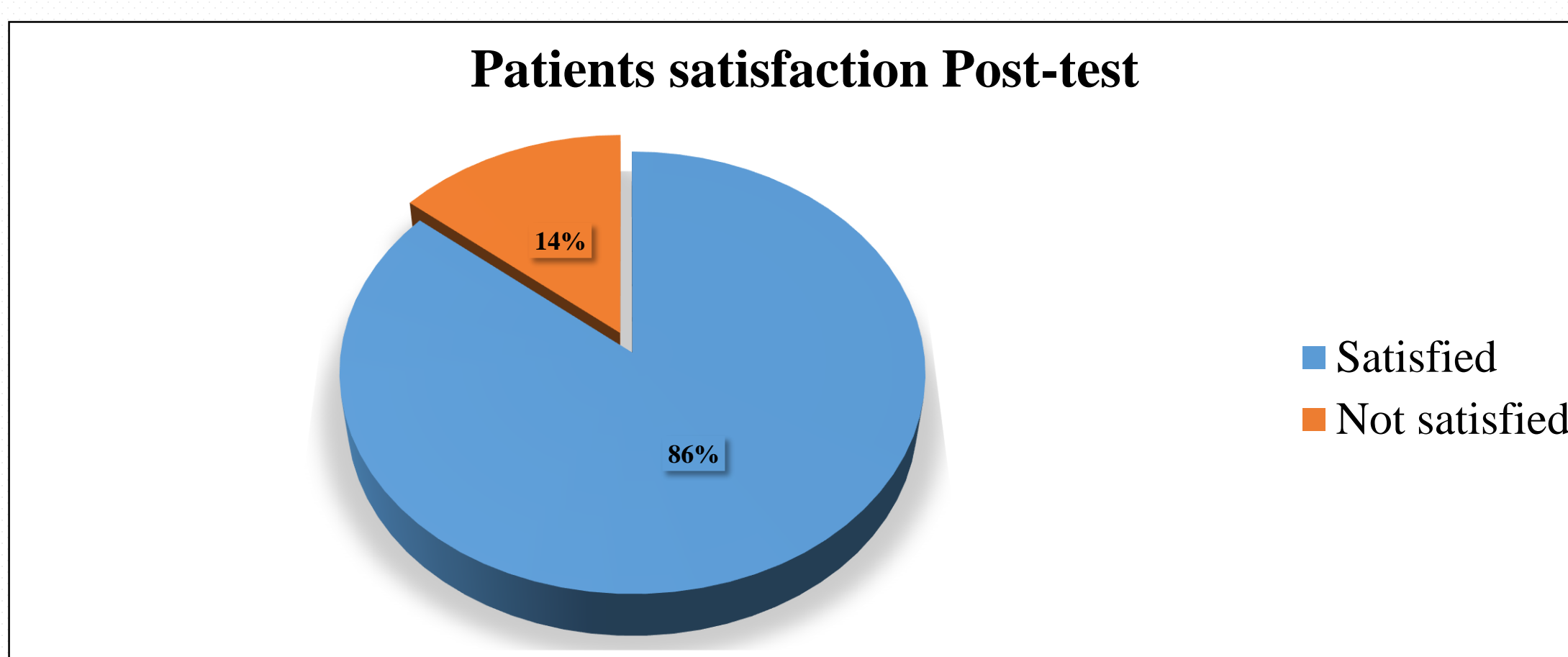
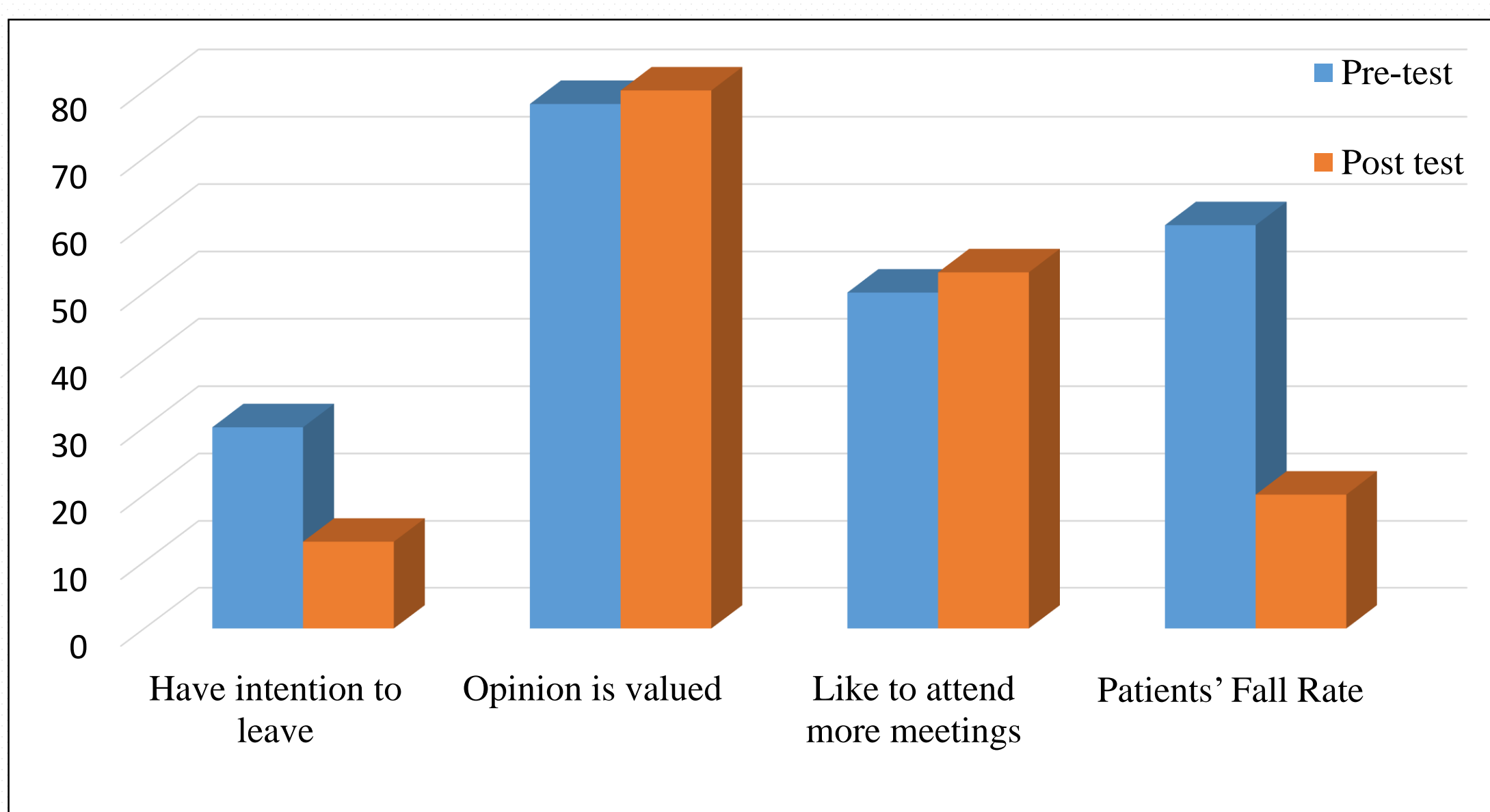
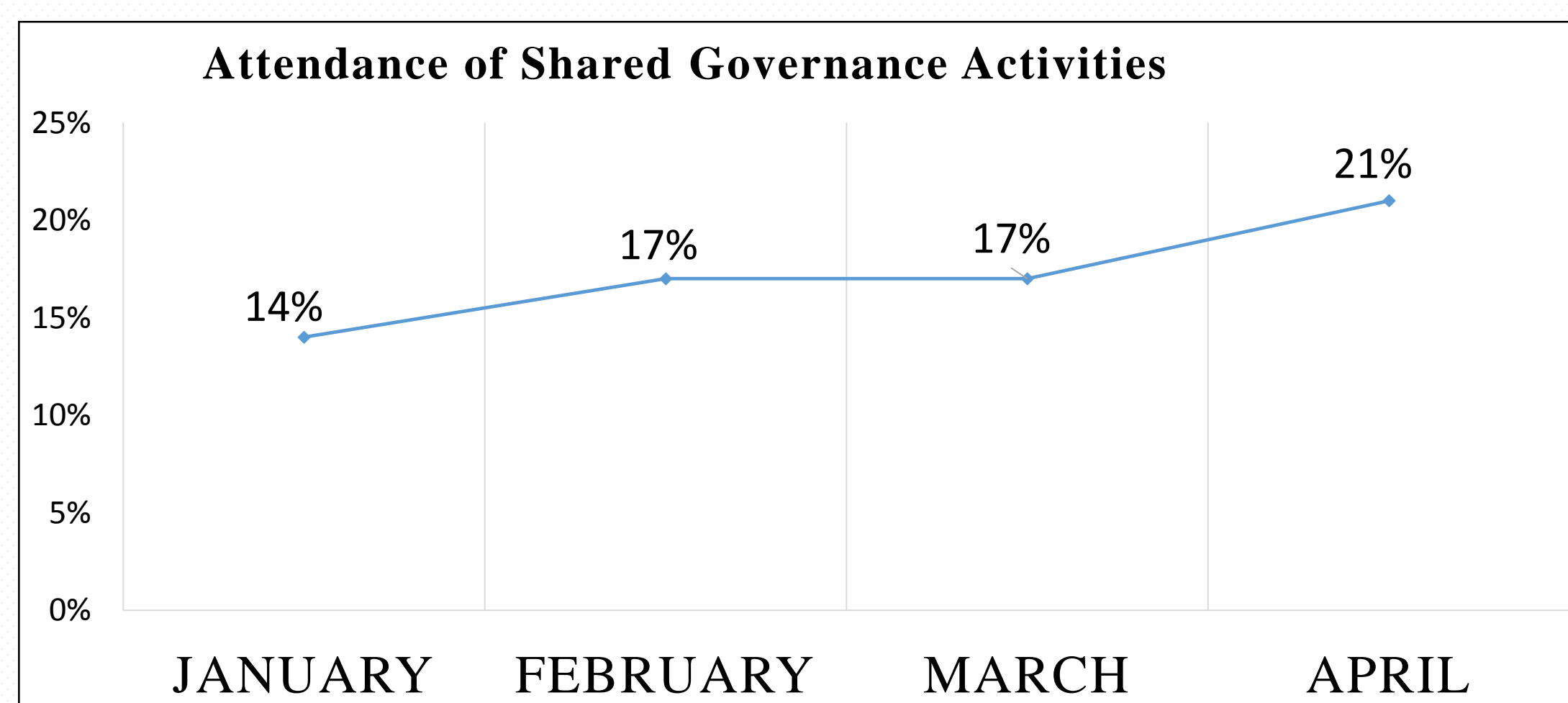
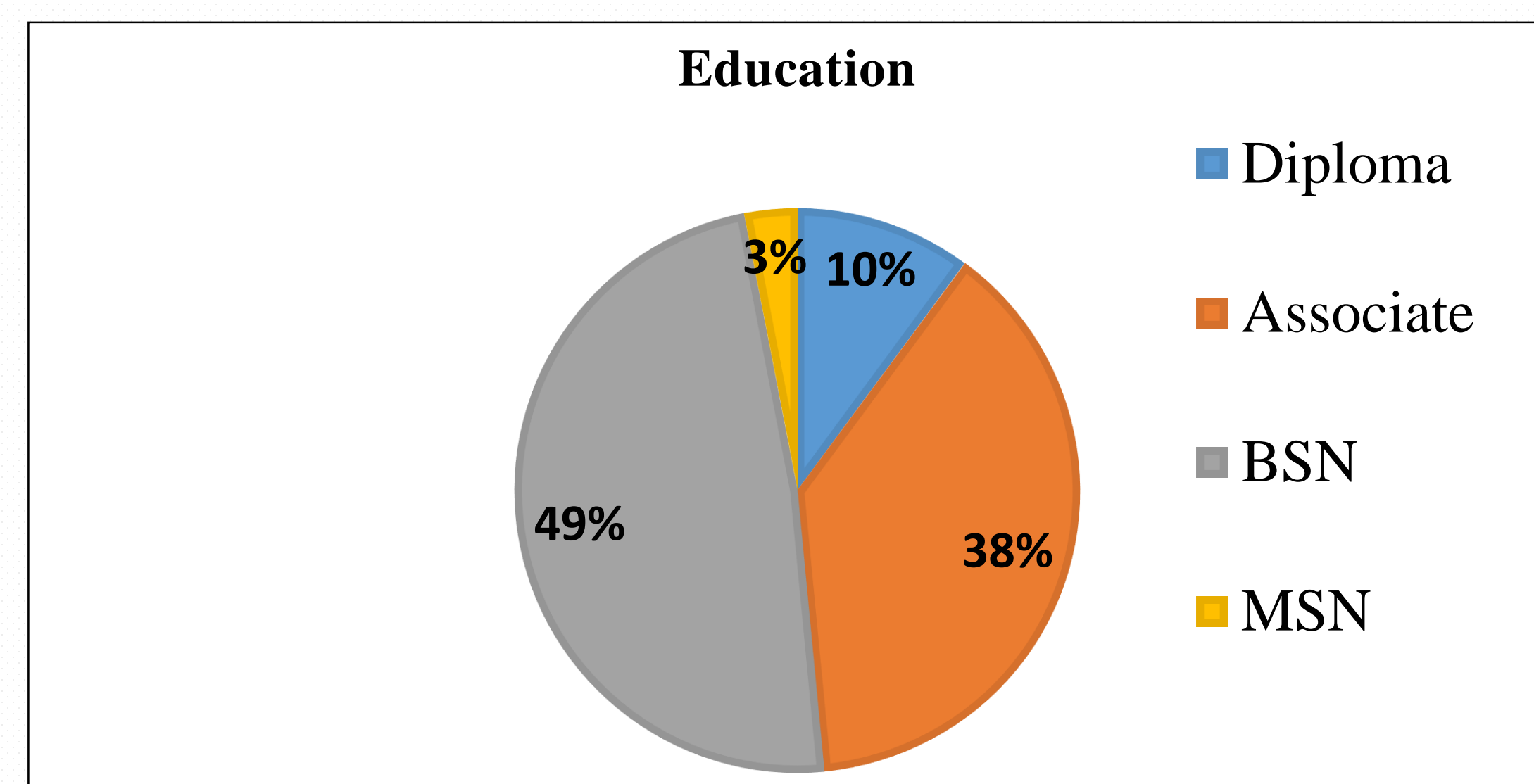
Result

Analysis:

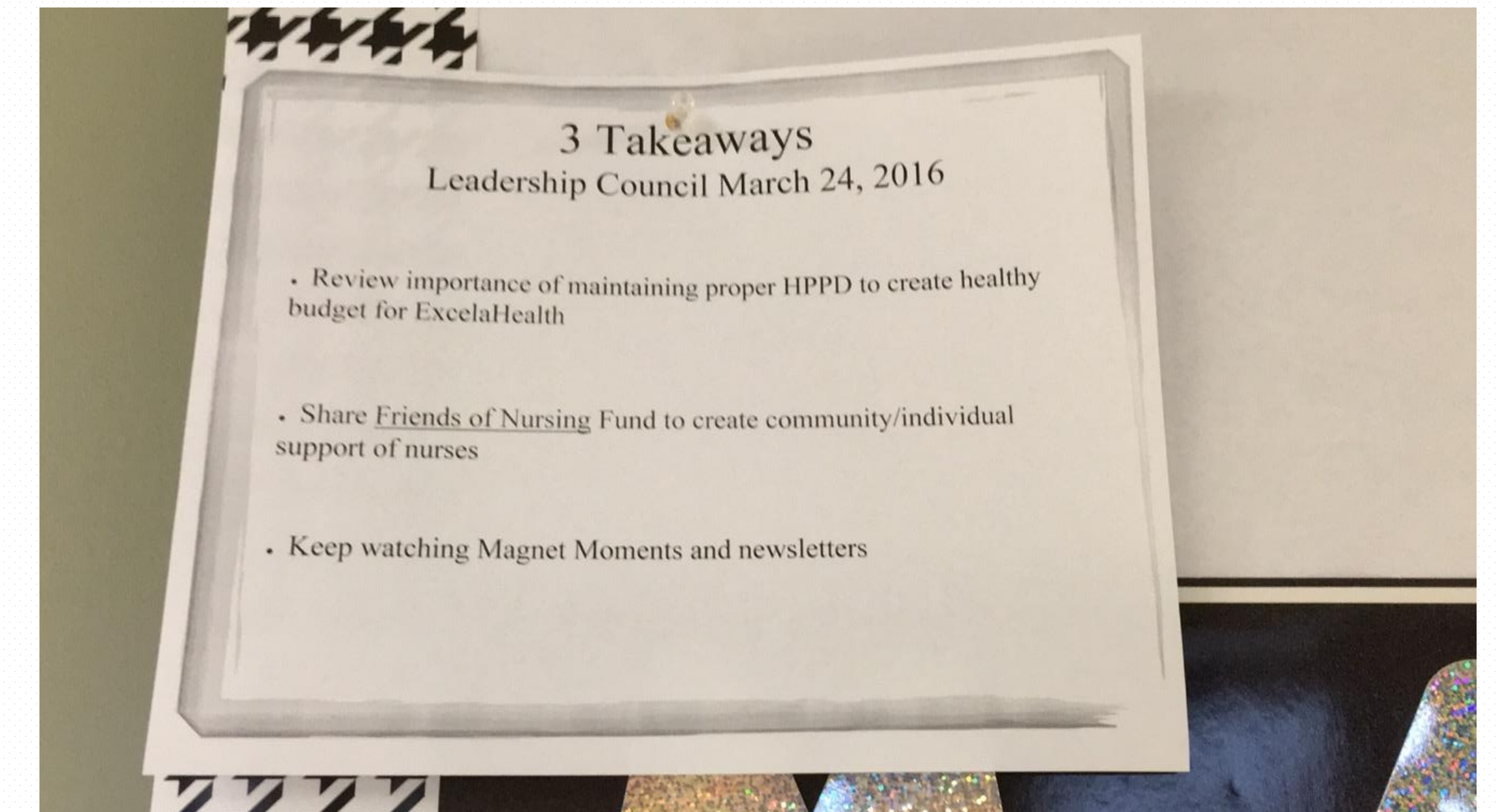
- McNemar's Test is a matched pair test used to determine whether there is a significant change in nominal data before and after
- Scale reliability (Chronbach's $\alpha = 0.812$)

Sample:

- Purposive sampling N = 29 (14 pre-test ; 15 post-test)



- The general level of Nurses' satisfaction was improved.
- Nurses revealed less intention to leave their workplace.
- There was no significant difference in turnover intention between pre-test and post-test groups.



Discussion

- Nurses like to attend shared governance meetings but they need more encouragement.
- Attend and participate in shared governance meetings, make nurses feel more valued.
- Attend and participate in shared governance meetings not only increase nurses satisfaction, but also patients were more satisfied with the quality of care.

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.



Recommendations

- Include larger sample from different hospital units.
- Conduct further study using scales to measure more variables of nurses' attitude and behaviors.
- Conduct more longitudinal studies to determine the influence shared governance .

References

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