**Purpose**

- The purpose of this study was to determine if new graduate medical-surgical nurses with < 6 months acute care experience, who complete a year-long nurse residency program experience an increase in confidence, job satisfaction, and intent to stay.

**Methods**

- Quantitative study
- Quasi-experimental design
- Instruments obtained from Academy of Medical Surgical Nursing
  - Confidence Scale for New Nurses
  - Job Satisfaction Scale
  - Intent to Stay on the Job
- ANOVA Analysis compared results of 3 survey instruments administered
  - T1: Prior to the residency sessions
  - T2: Half way through the residency sessions
  - T3: Completion of the nurse residency sessions

**Results**

<table>
<thead>
<tr>
<th>Time Scale</th>
<th>T1 → T2</th>
<th>T2 → T3</th>
<th>T1 → T3</th>
<th>Mean (±SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confidence Scale for New Nurses (F 35.56, α = .951)</td>
<td><em>p ≤ .05</em></td>
<td><em>p ≤ .05</em></td>
<td><em>p ≤ .05</em></td>
<td>T1: 81.16 (13.57)</td>
</tr>
<tr>
<td>Job Satisfaction Scale (F 5.91, α = .863)</td>
<td><em>p ≤ .05</em></td>
<td><em>p ≤ .05</em></td>
<td><em>p ≤ .05</em></td>
<td>T1: 104.70 (11.12)</td>
</tr>
<tr>
<td>Intent to Stay on the Job (F 0.59, α = .223)</td>
<td><em>p ≥ .05</em></td>
<td><em>p ≥ .05</em></td>
<td><em>p ≥ .05</em></td>
<td>T1: 72.38 (4.00)</td>
</tr>
</tbody>
</table>

**Background**

- Graduate nurses are entering clinical practice at a time when healthcare reform demands rapid changes in care delivery.
- 90% of education professionals believe graduates are ready for practice but only 10-25% of administrators agree.
- Graduate nurses are expected to care for medically complex patients just as well as their experienced counterparts.
- Why is it critical to recruit/retain new graduate medical-surgical nurses?
  - Nurses aged 55-65 represent the largest population
  - Nursing shortage increasing with vacancy rate estimates as high as 20%
  - Geriatric patient population increasing
  - Increased availability of roles away from bedside care

**Conclusion**

- The residency program created a positive impact on confidence and job satisfaction.
- Intent to Stay on the Job did not have an acceptable alpha for reliability and validity.
- A nurse residency program is best practice for new graduates to support the transition from novice to competent practitioners who are able to provide high quality, cost effective, safe patient care in a rapidly changing environment.

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**Author Contact Information**

Karri Davis – karri.davis@yale.edu