This symposium will describe the similarities and differences in job satisfaction and EBP culture, knowledge, mentorship, implementation and competency between nurses employed in Magnet and non-Magnet Institutions. Important implications for clinicians and healthcare systems will be highlighted along with the need for further research.

Introduction: It is well known that evidence-based practice improves healthcare quality and patient outcomes as well as reduces costs. However, it is not practiced consistently by clinicians across the globe. As an effort to enhance quality in healthcare systems and improve the work environment for nurses, the American Nurses Credentialing Center (ANCC) launched its Magnet Recognition Program in 1993. Although a recent study reported that nurses in Magnet hospitals reported fewer barriers to and a higher desire for EBP, research has not focused specifically on EBP culture, knowledge, implementation and competencies of nurses in Magnet versus non-Magnet hospitals.

Purpose: The aim of this secondary data analysis was to describe differences in EBP culture, knowledge, beliefs, implementation and competency between nurses employed in Magnet and non-Magnet healthcare institutions.

Methods: The data used for this secondary data analysis was drawn from a sample of 2,344 nurses from 19 hospitals/healthcare systems who completed an on-line survey about their knowledge, beliefs, implementation and competency in EBP.

Findings: Nurses in Magnet hospitals reported higher EBP culture, knowledge, and mentoring than nurses in non-Magnet hospitals although there were no differences between the two groups in EBP implementation and competency. There also were no differences between the groups in job satisfaction and intent to stay.

Conclusions: Although nurses in Magnet institutions reported higher EBP culture, knowledge, and mentorship in EBP, it did not translate into increased implementation of evidence-based care, a higher level of EBP competency, and greater job satisfaction. Although it is well known that knowledge alone does not translate into behaviors, such as EBP implementation, further research is needed to explain these findings.

Title:
Differences in Job Satisfaction and EBP Competency Between Nurses in Magnet and Non-Magnet Healthcare Institutions
Symposium

Keywords:
Evidence-based practice, Job satisfaction and Magnet hospitals

References:


Abstract Summary:
The aim of this study was to describe differences in EBP culture, knowledge, beliefs, implementation and competency between nurses employed in Magnet and non-Magnet healthcare institutions. Implications of the findings for healthcare systems and future research will be highlighted.

Comments to Organizers:
Unwithdrawn with session

Content Outline:
Objectives: At the end of this presentation, participants will be able to

- Describe differences in job satisfaction and EBP culture, knowledge, mentorship, implementation, and culture between nurses employed in Magnet versus non-Magnet institutions
- Discuss clinical and research implications of the findings.

First Primary Presenting Author

Primary Presenting Author
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Newton Hall
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Professional Experience: I have created an evidence-based practice model (ARCC) in acute and community settings. As well, I have co-edited a book on EBP "Evidence-Based Practice in Nursing & Healthcare. A Guide to Best Practice and have published numerous articles on evidence-based practice. I have also co-edited a book on Intervention Research titled: Designing, Conducting, Analyzing and Funding Intervention Research. A Practical Guide for Success. I also co-edited a book on child and adolescent mental health entitled: A Practical Guide to Child and Adolescent Mental Health Screening, Early Intervention, and Health Promotion. I am editor to the journal, Worldviews on Evidence-based Nursing. In addition, I have led national and international initiatives in evidence-based practice. Improving practice and patient outcomes through the use of evidence is central to my work as a researcher, educator and practitioner.

Author Summary: Bernadette Mazurek Melnyk – recognized nationally/globally for her research-based and innovative approaches to a wide range of health care challenges – is Vice President for Health Promotion, University Chief Wellness Officer, and Professor and Dean of the College of Nursing at The Ohio State University. Also a professor of pediatrics and psychiatry at OSU’s College of Medicine, Dr.
Melnyk’s expertise spans evidence-based practice, intervention research, child and adolescent mental health, and health and wellness.

**Any relevant financial relationships? Yes**

<table>
<thead>
<tr>
<th>Relationship</th>
<th>Description of Potential Conflict</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant</td>
<td>Lecture nationally/internationally at universities and healthcare organizations on EBP, Health/Wellness, Child &amp; Adolescent Mental Health, Intervention Research. Receive travel expenses and honoraria</td>
</tr>
<tr>
<td>Books on EBP</td>
<td>I am co-editor of three books on Evidence-based Practice for which I receive honoraria.</td>
</tr>
<tr>
<td>Journal Editor</td>
<td>I am Editor of Worldviews on Evidence-Based Nursing. I receive an honorarium.</td>
</tr>
<tr>
<td>Business for workshop trainings at hospitals</td>
<td>I am part-owner of COPEforHOPE which does training workshops and disseminates the COPE Program for hospitals.</td>
</tr>
<tr>
<td>Business Consulting Company</td>
<td>I am co-owner of ARCC, LLC a consulting company that works with healthcare systems on improving quality of care through EBP.</td>
</tr>
<tr>
<td>Business Cognitive-based Skills-building program</td>
<td>I am owner of COPE2THRIVE, a company that disseminates my COPE Healthy Lifestyle and Mental Health Programs</td>
</tr>
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Signed on 12/11/2017 by Bernadette Melnyk