

NR 660 Week 2 Discussion

Discuss how your Capstone Project contributes to the nursing profession as well as to your specialty focus.

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Lindsay Shuttleworth

Jan 12, 2020 Local: Jan 12 at 11:46am
Course: Jan 12 at 9:46am

Manage Discussion Entry

Retention is a hot topic in the nursing profession. Organizations want to retain nurses for many reasons. First, experienced nurses work as mentors and resources for younger nurses. These experienced nurses increase quality of care an organization provides. Second, organizations want to see a return on investment. Training a nurse is very expensive, therefore if the nurse leaves the organization before the organization pays off this training, the organization will lose money. Currently, a large portion of new nurses leave their first employer within a year (Brooke et al., 2019). Occasionally, the nursing profession loses nurses from the profession completely.

Identifying the factors that impact retention will enable organization and the nursing profession to retain nurses. Decreasing factors that increase turnover will be one aspect of increasing retention. Factors that increase turnover are decreased job satisfaction, decreased engagement, decreased satisfaction, and burnout (Sawatzky, Enns, & Legare, 2015). Increasing factors that have a positive impact on job satisfaction will increase nursing retention. Factors that increase job satisfaction are self-efficacy, work engagement, and proper education (Simone, Planta, & Cicotta, 2018). Other factors that may affect retention are offering incentives such as free education, or specialty bonuses.

The focus of this capstone project is on military nurses, specifically Navy nurses and the civilians that work for the organization. There may or may not be a true difference between the factors that affect military nurses and civilians. Upon observation, one may infer that many factors from the military lifestyle and job requirements would affect military nurse's job satisfaction and turnover rate. These factors include moving frequently, fitness requirement, family separation due to duty station or deployment, collateral duty requirements, and pressure to succeed on fitreps. A fitrep is a form navy nurses submit once a year and it is used to promote and to identify progress in the career of the individual. These forms do not take in account how well a nurse does their job. This can be very frustrating for individuals who would rather focus on nursing and not necessary the naval officer aspect of their career.

Very Respectfully,

Lindsay Shuttleworth

Reference

Brook, J., Aitken, L., Webb, R., MacLaren, J., and Salmon, D. (2019). Characteristics of successful interventions to reduce turnover and increase retention

of early career nurses: A systematic review. *International Journal of Nursing Studies*, (91), 47-59. Retrieved from <https://doi.org/10.1016/j.ijnurstu.2018.11.003> (Links to an external site.)

Sawatzky, J., Enns, C., and Legare, C. (2015). Identifying the key predictors for retention in critical care nurses. *Journal of Advanced Nursing*, 71(10), 2315-2325. Retrieved

from <https://doi-org.chamberlainuniversity.idm.oclc.org/10.1111/jan.12701> (Links to an external site.)

Simone, S., Planta, A., and Cicotto, G. (2018). The role of job satisfaction, work engagement, self-efficacy and agentic capacities on nurses' turnover intention and patient satisfaction. *Applied Nursing Research*, 39, 130-140. Retrieved from <https://doi.org/10.1016/j.apnr.2017.11.004> (Links to an external site.)

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[Collapse Subdiscussion](#) [Judith Valloze](#)

[Judith Valloze](#)

Jan 13, 2020 Local: Jan 13 at 7:21pm
 Course: Jan 13 at 5:21pm

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Hi Lindsay thanks for sharing your experiences. I think retention is a huge issue and I would imagine that the military has its own set of issues when it comes to retention too. One of the things when you do your literature review is that you may not find anything specific to retention related to military nurses. You would have to generalize the research to the military if you are able to. Dr. V

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[Lindsay Shuttleworth](#)

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Jan 18, 2020 Local: Jan 18 at 9:22am
 Course: Jan 18 at 7:22am

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Dr. V,

I remember in high school when applying to nursing schools there was a lot of discussion and news articles about the nursing shortage. Today we are still considered in a nursing shortage, which is evident by the huge use of traveling nurses. I find it fascinating that some of the same conversations are happening almost a decade later. Nursing retention definitely impacts the shortage situation which makes it such a hot topic.

I have found some articles pertaining to Navy nurse job satisfaction and careers. Job satisfaction is directly related to the likeliness to leave the current position. A lot of the literature I have found discusses the need of support and services that help nurses transition in the various aspects of their career. For example, Navy nurses may need help transitioning back to normal life after being deployed. Another example would be the need for a longer orientation process when transferring to a new nursing specialty.

Very Respectfully,

Lindsay Shuttleworth

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[Collapse Subdiscussion Abby Beyer](#)

[Abby Beyer](#)

Jan 14, 2020 Local: Jan 14 at 3:43pm
 Course: Jan 14 at 1:43pm

[Manage Discussion Entry](#)

Lindsay-

Are you ever right that retention is a hot topic! It is so crazy to think that just a mere 10 years ago when I was going to nursing school, I was worried about getting in to get a position, and now nursing directors for the most part must consider hiring all applicants unless there is a clear-cut reason not to. You bring up the financial piece, which I think is huge! About 10 years ago I had heard that it costs around \$10,000 to onboard a new nurse, I am sure that has only drastically increased since then. Not only that, but with the new residency programs they have a financial cost associated with them as well.

I agree that education is such a huge aspect of retaining nurses. As Holle and Smith (2018) discussed, orientation for a new nurse has to be carefully coordinated with great amount of planning to create a smooth transition to a new work environment.