

Abstract

Background: As nursing shortages are reaching a critical level, there is a growing demand for nurses in acute care settings (Dawson, 2014). Many nurses practicing today are close to reaching the age of retirement; novice nurses are not staying in the profession due to various reasons related to job satisfaction and retention, and there are not enough new students pursuing nursing to compensate for these rates of retirement and attrition (Vitale, 2019). This forecast has caused healthcare organizations to focus attention on recruitment and retention. Aim: The purpose of this Doctor of Nursing Practice (DNP) project was to develop and implement a pilot nurse mentorship program in the acute care setting focusing on novice nurse retention, increase job satisfaction, and intent to stay in their current jobs. Design: Four mentors and four mentees were paired for the pilot project. Mentees were assessed prior to the intervention using the Academic of Medical-Surgical Nursing (AMSN) survey tool. After two months, the mentees were re-assessed using the same survey. Results: Hundred percent of mentees reported improved survey scores from a summated mean of 50% to 100%, a 50% improvement, from the pre-intervention to post-intervention. The results suggested that the mentoring program was an effective intervention to improve retention, intent to stay in the current job, and increase job satisfaction. Approval of the mentoring program was secured with full implementation at the practice site.

Keywords: novice nurse, mentor, mentee, retention, job satisfaction, intent to stay