

Abstract

Turnover is an all too common phenomenon in the field of nursing that negatively impacts almost all aspects of patient care, patient and employee satisfaction, and workplace quality metrics. Furthermore, turnover costs individual healthcare institutions across the United States millions of dollars on an annual basis. In order to combat turnover, one must understand why it exists. The aim of this project is to identify the root cause(s) of intent to leave as expressed by voluntarily terminated registered nurses within the target healthcare system/market within the first 24 months of employment after graduation and licensure. This will be done through an electronic survey, anonymously fulfilled by new graduate nurses at the end of their employment. The survey addresses over twenty different factors that may affect intent to leave or stay in any given registered nurse position. Questions will be proposed in the form of Likert-style questions with an optional narrative feedback response area for each question. Results will be evaluated with a t-test. All survey data results will be reported anonymously and reported in aggregate to add an extra layer of anonymity. The survey results will be evaluated with a t-test. Based on the analysis of the results, recommendations for policy change and practice adjustments will be made in an effort to curb new graduate nurse turnover within the healthcare system.

Keywords: turnover, new graduate nurse, quality improvement