

Abstract

This is a report of a scholarly project involving the current mandatory online educational process of registered nursing staff on a medical-surgical unit and the impact of providing protected learning time on said population. The topic was selected because the author was interested in determining if allowing registered nurses time away from the bedside to complete their mandatory online education in a quiet controlled environment would improve their knowledge retention of the subject matter as well as their employee satisfaction with the educational process. The author demonstrated that nurses that completed online education without the provision of protected learning time felt more distracted and less satisfied while completing their online educational modules. They also had lower immediate and delayed post-test scores than the nurses that were provided protected learning time to complete their online educational modules. Nurses that were provided protected learning time during this study stated that they felt more satisfied and less distracted while completing their educational module. The findings from the project support providing protected learning time to staff as a means to increase registered nurse satisfaction and knowledge retention.