Abstract

The purpose of this project was to implement an evidence-based Nursing Retention Program (NRP) at the project site which is a Home Healthcare Agency and evaluate its effectiveness in efforts to improve nurse retention, job satisfaction, and intent to stay. This project utilized a quality improvement design guided by Lewin's Change Theory to examine nurses' job satisfaction with their work environment, salary and benefits, and autonomy and control of work schedules and hours. Survey data was obtained pre and post- implementation of the NRP. Thirty-four home healthcare nurse job satisfaction self-report data were collected with the Home Health Care Nurses' Job Satisfaction Scale (HHNJS) survey questionnaire pre and post NRP implementation. Data analysis were conducted using the Wilcoxon Signed Rank test and paired-samples t-test. The implementation of NRP improved nurses' job satisfaction with work environment, salary and benefits, and autonomy and control of work hours. The implementation of NRP improved nursing job satisfaction scores at host site. This evidence-based NRP will assist the practice site in improving employee job satisfaction and intent to stay through enhancing nurse work environment, improving nurses' salary and benefits, and promoting professional autonomy. Findings from this project can be used to guide home health care agencies to further explore interventions improving retention and intent to stay.