Abstract

RESEARCH SUBJECT: Survey of Nurses’ Perception of First Job Experiences

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While there are many factors to the nurse staffing shortage, turnover rates and job satisfaction are major issues. Nursing turnover rates is highest for new graduate nurses in their first year of employment (Halfer, 2007). The purpose of this study is to discover how new RNs view their jobs and work environment and how this impacts their job satisfaction and retention rates. This is a replication study of Bowles and Candela’s (2005) study. The population is all Registered Nurses (RNs) who received their initial Indiana license within the past 5 years (approximately 14,000). The anticipated sample is 1,000 RNs. Permission will be obtained from Ball State University to conduct the study. The Survey of Nurses’ Perceptions of First Job Experience will be mailed to all these new RNs to collect the data. The study is voluntary and data will remain anonymous. There are no identified risks to any individual or institution involved in the study. Descriptive statistics will be used to describe demographic data and perception responses. ANOVA and t tests will be used to compare total scores with selected demographic variables. Findings will have the potential to influence administrators, improve the work environment, and increase retention rates of new RNs by increasing job satisfaction.