Abstract

RESEARCH SUBJECT: Work Environment Factors Affecting Staff Nurse Retention
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Nurses are experiencing increased stress and pressure in the work environment. The social climate of the work place impacts nurses’ perceptions of autonomy, task orientation, and work pressure. The purpose of this study is to describe nurses’ perceptions of autonomy, task orientation, and work pressure to better understand nurse turnover. The study is a replication of Atencio, Cohen, and Gorenburg’s study (2003). The Organizational and Personal Factors and Outcomes (Moos, 1991) is the conceptual framework for this study. The population consists of acute care staff registered nurses (RN) (n= 400), who have worked at least 1 year at a 550 bed acute care facility in a Midwestern state. The anticipated sample is 100 RNs who will be followed every 6 months, for 24 months, to monitor retention on the original units. The Insel and Moos Work Environment Scale (WES) form R (Moos, 1994) will measure three dimensions of the work environment: personal, relationships and systems. Demographic data will also be collected to describe the sample. Findings will provide information about factors that influence staff nurses’ perceptions of the work environment for staff development educators.