ABSTRACT

RESEARCH SUBJECT: New Graduate Nurse Retention
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New nurses often realize that education has not prepared them for the work environment. Work empowerment and supportive organizational structure promote a positive work environment. A positive work environment facilitates the retention of newly graduated nurses (NGNs). The purpose of this study is to examine factors which encourage organizational commitment. This is a replication of Cho, Spence Laschinger, & Wong (2006) study. A sampling of 50 NGNs working in an acute care setting will be invited to participate in the study. Structural empowerment will be measured by the Conditions of Work Effectiveness Questionnaire-II (CWEQ-II). Work engagement will be measured by Maslach Burnout Inventory-General Survey. Organizational commitment will be determined by the Affective Commitment Scale. The NGNs retention will be measured by the number of nurse graduates still employed within the organizations at 12-months, 18-months, and 24-months. Findings in this study will provide insight on the NGNs perception of work, as well as, the relationships among empowerment, work engagement, organizational commitment, and NGNs retention.