Retention among nurses has become a growing problem across the country. Until recently, limited research had been done in the nursing field regarding the impact of generational differences on retention. This study aims to assess work environment, job satisfaction, and desired characteristics of managers with a goal of improving nursing retention. The following instruments will be used to gather information: the Nurse Manager Desired Traits survey (Wieck et al., 2002), the Nursing Work Index-revised (Aiken & Patrician, 2000) and an on-line survey that reviews job satisfaction and safety.

The sample population will be nurses from each generational cohort; Millennials (18-26 years old), Generation X (27-40 years old), and Baby Boomers (>40 years old).

Understanding the needs of each cohort will allow the researcher to compare the needs and find common denominators across the cohorts. The results will hopefully allow for the creation of a plan that takes into account the cross-generational needs of the nursing population, in turn decreasing turnover.