The challenge faced by new graduate nurses transitioning from student to the role new graduate nurse often lead to a leave or change in position within the first year of employment. Literature suggests that internship programs may be an effective intervention, but more information is needed. The purpose of this quasi-experimental study is to identify if a new graduate residency program would benefit the new graduate nurse in role transition. The Transformational Leadership model will be applied in this study. The research questions include: (a) Are there differences in organizational commitment, sense of belonging, and anticipated turnover between new graduate nurses who complete a new graduate nurse residency program and those who do not? (b) Does participation in a new graduate nurse residency program decrease new graduate turnover? The anticipated sample will include 25 graduate nurses who completed a one year program and 25 nurses who did not in an acute care setting. A Modified Hagerty-Patusky Sense of Belonging instrument, Organizational Commitment Questionnaire and Anticipated Turnover Scale will be used in the study. The findings will lead to decreased turnover resulting in cost and resource savings for the health care organization.