

Abstract

Research Study: Registered Nurse Empowerment and Retention Correlations

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Many studies that have been conducted regarding job satisfaction and nurse retention, yet there is a lack of information about empowerment and how empowerment affects nurse retention. This study is a modified replication of Zurmehly, Martin, and Fitzpatrick's (2009) study and will explore the relationship between nurse empowerment and nurse retention. The purpose of the study is to investigate the impact nurse empowerment has on job satisfaction and ultimately nurse retention. A web based survey with electronic submission of survey results will be conducted using the Conditions of Work Effectiveness Questionnaire II (CWEQII) developed by Laschinger, Finegan, Shamian, and Casiers (2000). A sample size of 240 registered nurses holding a current Indiana license will be targeted for inclusion into the study. Kanter's (1977, 1993) Theory of Structural Power in Organizations will be used as the framework for the study. Study findings may help to improve registered nurse empowerment, job satisfaction, and retention.