

ABSTRACT

RESEARCH PAPER:	Nursing Empowerment As It Relates to the Retention of Medical-Surgical Nurses with Less Than Two Years of Experience
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Changes in healthcare environments, which affect nursing workloads and role responsibilities, have led to decreased morale, role dissatisfaction and increased turnover rates among nurses. Research suggests improving nursing engagement and professional autonomy may be a means to decrease nursing turnover rates and increase nursing satisfaction. Research, however, has not thoroughly explored the extent to which a nurse's sense of empowerment relates to his or her intent to leave an organization or the nursing profession. More specifically, research has not thoroughly examined the relationship between a nurse's intention to leave a job or the profession, and a nurse's perceptions about empowerment, as it applies to newly graduated nurses. This study is a modified replica of Zurmehly, Martin & Fitzpatrick's (2009) study, with a focus on acute care medical-surgical nurses with less than two years of experience. Kanter's (1977, 1993) Theory of Structural Empowerment is the theoretical framework. The study will take place in the state of Indiana. The sample will include all nurses with less than two years of experience. Questionnaires will be utilized to collect participant information. Findings will provide information for leadership on the benefits of empowerment.