

Abstract

RESEARCH PAPER: Workplace Empowerment, Incivility, and Burnout: Impact on Staff Nurse Recruitment and Retention Outcomes

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Nurses' job satisfaction and retention depend on the professional work environment, relationships within the environment and nurse empowerment. Nurses are vulnerable to the effects of a stressful working environment; and consequently, are subject to burn-out (Spence Laschinger, Finegan; & Wilk, 2009). The purpose of this study is to examine the impact of the professional practice environment, workplace civility and empowerment on nurse job satisfaction and organizational commitment. This is a replication of Laschinger and Finegan's (2005) study. The framework is based on Kanter's (1977, 1993) Theory of Organizational Empowerment. The population for this study is registered nurses (RNs) providing direct patient care within the Mission Regional Medical Center System which includes a main campus and two maternity clinics located in Sullivan and Alton, Texas. An anticipated sample of 105 RNs (35%) is expected. Inclusion criteria include all direct care RNs employed full or part time and working a minimum of 12 hours a week. Findings will provide valuable information for nurse managers and hospital administrators regarding impact the work environment has on empowering registered nurses, incivility and burnout.