

ABSTRACT

RESEARCH PAPER: Relationships Among Healthy Work Environments, Nurse Retention, and Nurses' Job Satisfaction

STUDENT: Sandra Wallace, RN, BSN

DEGREE: Masters of Science

COLLEGE: College of Applied Sciences and Technology

DATE: July, 2013

Retention of nurses in the workplace is a primary focus of health care systems worldwide. When a nurse leaves a position in an acute care hospital, replacement costs range from \$40,000 - \$82,000 (Twibell et al., 2012). Research has suggested that nurses' job satisfaction and work environments may influence nurse retention. However, research has not clarified the relationships among healthy work environments, nurses' job satisfaction, and job retention in diverse geographic areas. The aim of this correlational study was to explore relationships among healthy work environments, nurses' job satisfaction, and nurses' job retention. The study framework was structural contingency theory (Baernholdt & Mark, 2009). The convenience sample was 300 registered nurses who worked in one of 20 hospitals in a midwestern health care system. Instrumentation included the Healthy Work Environment Assessment (American Association of Critical Care Nurses, 2010) and an organizational job satisfaction scale (Hinshaw & Atwood, 1984). Nurse retention was calculated from job turnover rates. Results will illuminate factors that may be related to nurse retention and provide guidance for nursing leaders who aim to improve retention, enhance nurses' job satisfaction, and support healthy work environments.