

## **ABSTRACT**

**RESEARCH PAPER:** Sense of Belonging and Registered Nurse Job Satisfaction

**STUDENT:** Sarah E. Abel, RN, BSN, CEN

**DEGREE:** Masters of Science

**COLLEGE:** College of Applied Science and Technology

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Increased registered nurse turnover may be a significant contributor to the nursing shortage; therefore factors must be acknowledged that lead to poor nurse retention.

Cummings, Cranley, Ferron, Harvey, and Tourangeau, (2010) identified that a relationship exists between job satisfaction, nurse retention, and nurse turnover. This is a replication of Cummings et al's (2010) study and will seek to identify additional factors that may influence registered nurse turnover and specifically search to find what work or life situations influenced the decision of nurses to remain or end employment. The following instrument will be used for the study: The Emotional Exhaustion and Cynicism subscales of the Maslach Burnout Inventory-General Survey (Maslach & Jackson, 1981). The findings from this study may provide information to develop strategies that will improve registered nurse retention while increasing job satisfaction.