ABSTRACT

Major: Nursing   Poster

Faculty Mentor(s):   Lindsay White

Exploring Embeddedness of New Nurse Graduates in a Nurse Residency Program

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The goal of this project was to examine the relationship between Springfield Memorial Hospital's Nurse Residency Program and factors that influence newly graduated nurses' embeddedness in the organization.
A quasi-experimental pretest-posttest design was used.Focus groups were utilized to obtain qualitative data from newly graduated nurses and factors that influence nurse retention at Springfield Memorial Hospital.NVivo software program was used for qualitative analysis. Existing Casey Fink survey data was used to compare the discussion topics from the focus group to the overall 2023 new nurse graduate cohort.

In total, 40% of participants stated that the most satisfying aspect of the work environment was peer support, such as belonging, team approach, and helpful and friendly staff. In total, 45% of participants agreed that the one aspect of the work environment least satisfying was nursing-specific dimensions, such as unrealistic nurse-to-patient ratios, demanding schedules, and futility of care. In total, 39% of participants stated they would feel more supported if there were improvements in the environment, such as better nurse-to-patient ratios, assistive help, and schedule help. 30% of the respondents agreed that having a mentor who understands them beyond the work environment (similar cultures, values, and background) assisted them in the organization. Some participants reported limited contact with their preceptors during the residency program and this resulted in decreased confidence and job satisfaction. Participants indicated that familial relationships influenced their decision to stay with an organization and live in the area. Interest in the chosen specialty also contributed to retention.