An Insight into Nursing Retention Rate: Literature Review

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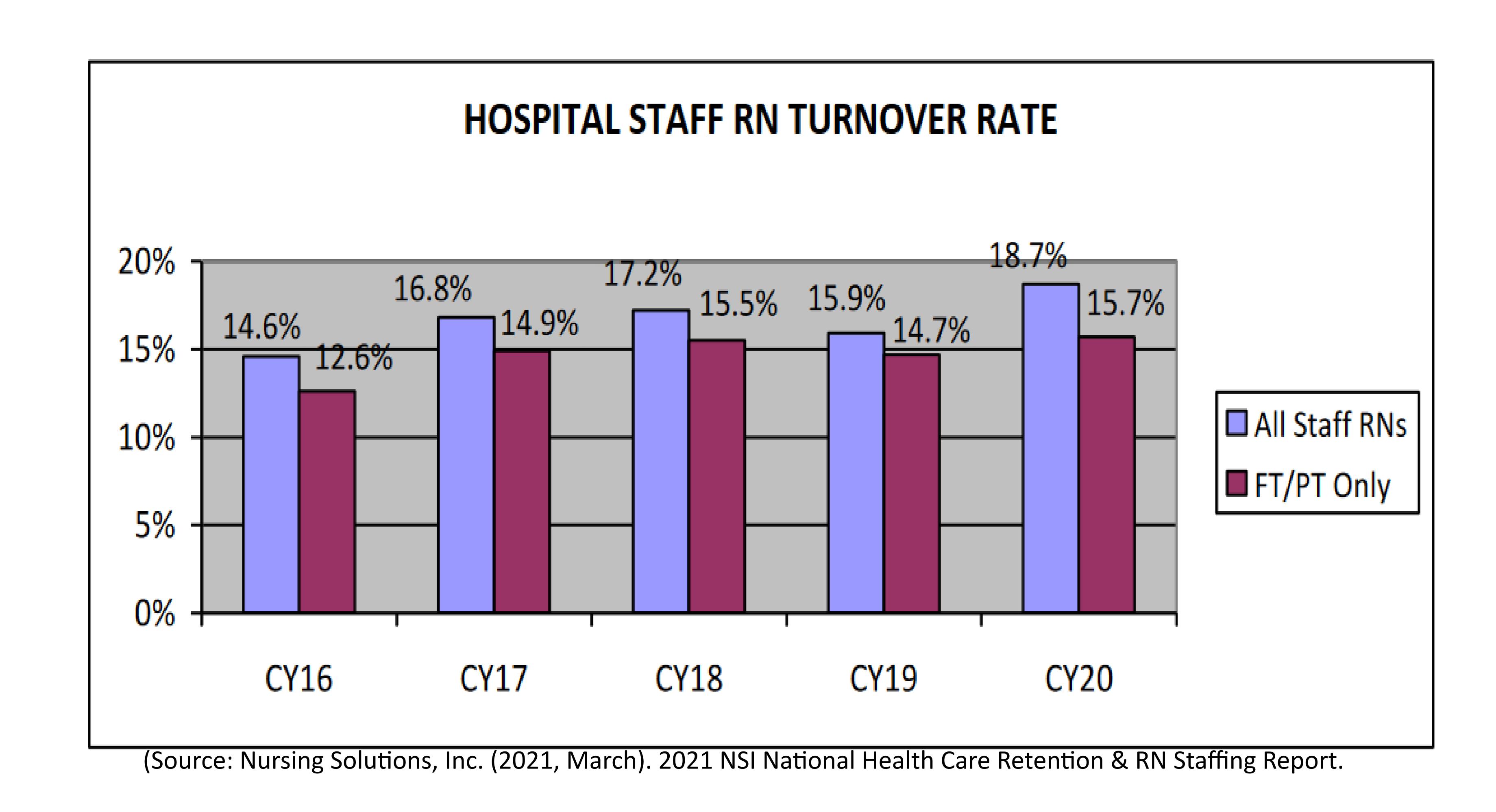
Background

- •For every Registered Nurse (RN) that leaves the hospital it can cost between \$82,000 and \$88,000 to replace.
- This can mean that U.S. hospitals face a loss of about \$4.2 M to \$6.02 million per year due to RN turnover.
- The exit of RNs due to the pressures of the pandemic and incentives of retirement places the issue of Nursing retention at the center of healthcare.

Purpose

- •Examine literature that identifies characteristics that could impact RN retention rate.
- •Identify indicators of nursing turnover that could be used to guide the creation of hospital policy

Methodology



Findings

Magnet Hospitals Characteristics and Retention

- Magnet Hospitals have characteristics such as nurse autonomy, organization support, and collegial interaction which were found to potentially increase a sense of belonging among nurses and **increase** nurse retention in hospitals.¹
- •Magnet hospitals were found to have a **higher** Newly Licensed Registered Nurse retention rate compared to non-magnet hospitals.²

Job Satisfaction and Retention

- Job satisfaction noted to have a stronger association to nursing retention. ^{3,4}
- •Nurses who worked in hospitals were to be **less satisfied** with their jobs compared to nurses working in ambulatory clinics or home health agencies.⁵

Network Centrality and Retention

- Characteristics such as job control, network centrality, team cohesion, support and recognition were in a hospital may be **stronger indicators** of nursing turnover.⁶
- Less nursing staff can contribute to registered nurse turnover. ⁷
- Less autonomy and support from management and peers, longer work-hours, fewer breaks, and greater expected demands of working even while ill.⁸

Newly Graduated Registered Nurses and Retention



Implications

Nursing Profession

Pinpointing the specific characteristics driving nurses to leave healthcare can help retain more nurses and potentially decrease the number of patients per nurse.

Decreasing the number of patients per nurse may help increase safer working conditions for nurses.

Patients

By investigating key characteristics that motivate nurses to leave hospitals, the retention rate can be decreased.

This may lead to having more nurses within the hospital setting to provide ample services to the public in hospitals.

Business of Healthcare

By researching further the key characteristics motivating nurses to voluntary terminate their employment in hospitals, hospital administration can implement specific plans to retain more nurses in their hospitals and save from the additional costs of nursing turnover.

Current Issue of Nurse Retention

Understanding these characteristics can help guide hospital administrators in their plans to incentivize more nurses through improvement of work environment, job satisfactions, or following magnet hospital characteristics. The implementation of new policy might help retain nurses in hospital, the largest

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