



IMPACT OF NURSE RESIDENCY PROGRAMS ON RETENTION AND SATISFACTION

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Abstract

An analysis and discourse on the establishment of nurse residency programs using the suggestions from accrediting organizations to showcase the worth of the organization. Implementing an authorized framework for developing nurse residency programs showcases the organizational influence and worth by guaranteeing the integration of evidence-based constructions and plans to achieve patient safety and other company objectives, fulfill healthy workplace goals, reduce turnover, and enhance nursing job satisfaction. The analysis encompasses an overview of the Institute of Medicine study, nurse recruitment and retention, and the related expenses. Additionally, it contains the guidance provided by the Nurses Credentialing Center Practice Conversion Programme for the development of the residency program. An examination of a sample curriculum and analysis of indicators for improvement provide evidence that an effective transition to nursing practice equips nurses with the necessary confidence and proficiency to offer high-quality patient care.

Keywords: nurse residency, programs, retention, satisfaction, patient care.

1. Introduction

The World Health Organization (WHO) commemorates 2020 as the 'Year of the Nurse and the Midwife' in honor of Florence Nightingale's 200th birth anniversary. This designation acknowledges the crucial contribution of nurses in providing healthcare services and promoting the well-being of populations.¹ The primary objective is to establish healthcare systems that are both accessible and of high quality. This will be achieved by enhancing the responsibilities of nurses and campaigning for standardized nursing education, providing healthy work conditions, and implementing techniques to improve nursing retention. The 2011 Institute of Medicine (IOM) study on the future of nurses outlined five significant modifications to address the growing demands resulting from healthcare reform and the intricate nature of healthcare: Enhance the quantity of nurses available to assist in the reformation of care systems; establish programs to provide training and support for newly graduated nurses; attain a Bachelor of



Science in Nursing (BSN) rate of 80% by the year 2020; double the number of nurses with doctoral degrees; and eliminate obstacles that restrict nurses' ability to practice at the highest level permitted by their license.² These suggestions seek to effect substantial improvements in the healthcare industry.

Moreover, this development is attributed to the aging population and the corresponding health issues that come with advancing age.³ The provision of nursing care in acute care settings is becoming more difficult owing to a growth in the number of patients with higher acuity, shorter hospital stays, and increasing use of advanced informatics solutions.⁴ Combining understaffed work situations with the added pressure of a more demanding assignment may result in burnout and higher rates of nursing staff turnover. Inexperienced nurses are leaving the nursing field at an approximate rate of 17 percent during their first year and up to 30 percent within their first three years.⁵⁻⁷ It is logical to infer that when newly practicing Registered Nurses (RN) encounter a bad work environment that is already under a lot of stress, their lack of confidence and inadequate ability to bounce back may cause them to believe they have chosen the incorrect profession.⁸ High turnover has many effects that result in increased organizational expenses, poor health outcomes, and negative effects on the remaining workforce. ^{6,9}. According to a survey conducted by Nursing Solutions Inc., the average cost of replacing a single bedside nurse is around \$52,100.¹⁰ This emphasizes the reality of the cost, which encompasses both financial implications and the tangible and emotional burden on both the nurse and the organization.

The shift from being a student to being a new graduate nurse is characterized by the potential for professional development as well as the possibility of experiencing burnout and work discontent. The rate of job turnover among recently recruited nursing graduates is alarming, with 30% to 69% indicating that they willingly resigned from their posts within one year of being employed ^{8,9}. To tackle the issue of high turnover rates and enhance the quality of care, the report proposed the establishment of nurse residency programs. These programs would receive support from state boards of nursing, accrediting bodies, the federal government, and healthcare organizations.

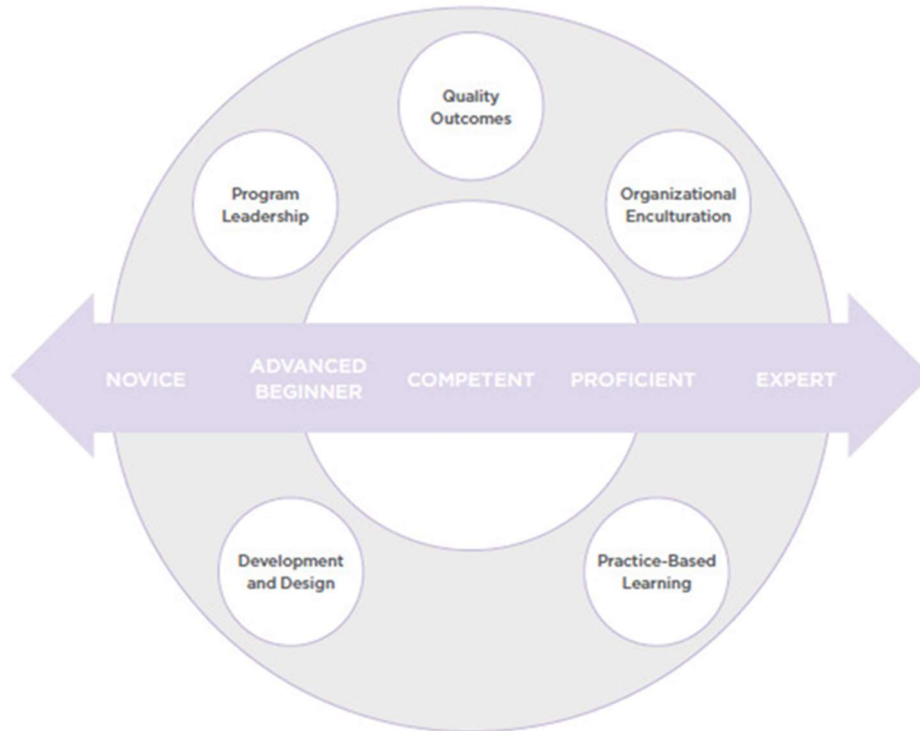
Nurse residency programs facilitate the transition of new graduate nurses from a state of advanced beginners to competent professionals. These programs specifically target areas that are crucial for the success of new graduates, such as communication, safety, clinical decision making and critical thinking, organizing and prioritizing, evidence-based practice, role socialization, and delegating and supervising. Research suggests that implementing these programs can not only improve the quality of patient care, but also address the negative effects of stress, burnout, and job dissatisfaction on staff productivity, turnover, and hospital costs. Studies have shown that these issues can lead to decreased productivity, increased turnover rates, and hospital costs of up to \$88,000 per nurse. According to estimates, the financial return on investment for a 1-year nursing residency program might be as high as 884.75%.¹¹ Quantifying the extensive impact of these programs, such as the rise in work satisfaction among newly graduated nurses, is a

challenge. This systematic study investigates the correlation between nurse residency programs and the level of work satisfaction among newly graduated nurses.

An effective strategy to address this challenge is to establish nurse residency programs for recently certified nurses. Approximately 50% of national hospitals have implemented nurse residencies, although standardized programs with certain qualifications and restrictions have only been introduced lately. Although the absence of standards allows for independence and freedom in interpreting creatively, it also results in substantial diversity that raises doubts about the accuracy and applicability of the stated results.¹¹ Presently, there exist two accrediting bodies: ANCC, which accredits RN residencies, RN fellowships, and Advanced Practice Registered Nurse (APRN) fellowships, and the Commission on Collegiate Nursing Education (CCNE), which accredits postbaccalaureate nurse residencies. Both programs suggest that a nurse residency program should last at least 6 months and should create a personalized curriculum that gradually enhances the nurse's knowledge and skills (core competencies) in managing and providing excellent patient care, as well as developing their professional role as nurses.^{12,13}

Accredited programs provide learners with a combination of formal and informal learning opportunities. These programs include educational sessions as well as practical training at the bedside under the guidance of a clinical trainer. The success of these nursing residencies is determined by evaluating their accomplishment of outcomes. The effects of accredited nursing residencies have been examined, and the findings have been inconsistent in terms of statistically significant influence. This makes it difficult to provide a standardized evidence-based plan that is suitable for all businesses. Studies indicate that the implementation of a well-organized and officially recognized residency program for newly graduated nurses results in enhanced proficiency, less mistakes, lower self-reported stress levels, heightened work contentment, and better employee retention. 4, 9, 14, 15. Furthermore, these factors have the potential to eventually result in decreased expenses and enhanced results for both patients and organizations.

The ANCC Practice Transition Program utilizes a conceptual model informed by Patricia Benner's idea of skill acquisition, which progresses from novice to expert within nursing practice. This model leads the establishment of a nurse residency program. Please refer to Figure 1 for more details (12,16).



Positive perceptions of job satisfaction and improved nursing retention are associated with learning experiences that foster professional relationships, offer robust support from preceptors, mentors, and nursing leadership, promote respect, and enhance confidence. These experiences are essential elements of a healthy work environment. 2-10, inclusive. This AMC has implemented these core suggestions, focusing on techniques to promote well-being and resilience, interprofessional education, and mentorship throughout the development of competencies and practice-based learning. Additionally, measures have been established to assess the effectiveness of the program. The curriculum design for the approved critical care nurse residency track focuses on the essential nursing skills, instructional methodologies, and assessment techniques.

2. Conclusion

Implementing an authorized framework to develop nurse residency programs showcases the organizational influence and worth by guaranteeing the integration of evidence-based structures and strategies to achieve patient safety and other organizational objectives. Furthermore, maintaining a conducive work atmosphere is crucial for staff retention. Nurse residency programs provide a strong emphasis on familiarizing new nurses with the specific practice area and corporate culture, while also prioritizing the development of relationships. This approach fosters workplace happiness despite the difficulties posed by frequent turnover of employees and associated pressures. Ultimately, nurses who have been involved and have effectively made the switch to their new position are equipped with both self-assurance and proficiency to provide high-quality healthcare to patients.

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