NURSE MANAGER RETENTION: Relationships Matter
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Purpose
To assess if relationships exist between Nurse Manager Retention and the following organizational factors:
- Magnet Status
- An Assigned Mentor
- Leadership Classes

Introduction
Frequent Nurse Manager turnover can adversely affect the stability of the working environment of a hospital nursing unit, thus negatively impacting nurse retention and patient outcomes. The reasons Nurse Managers leave their positions are multifaceted and varied. The purpose of this study is to examine relationships that impact the retention of Nurse Managers. This project will assess relationships that may influence a Nurse Manager’s decision to stay or leave their position. These aims will be evaluated by a national survey sent to Nurse Managers.

Research Design and Methods
Study Design: a correlational study with no interventions. Theoretical Framework: Kanter’s Theory of Organizational Empowerment.

Instrument: I am using a researcher-developed national survey. The data in the survey includes demographic information as well as research questions. The survey link is available on Survey Monkey and has been sent to current Nurse Managers throughout the United States by email, LinkedIn, Facebook, and professional nursing organizations such as ANA, AONE, AWHONN, and George Mason University School of Nursing.

Questions
RQ1: Is there a relationship between Nurse Manager Retention and the Magnet status of the hospital?

RQ2: Is there a relationship between Nurse Manager Retention and an assigned Senior Nursing Leadership Mentor?

RQ3: Is there a relationship between Nurse Manager Retention and accessibility to formal Leadership Development Classes offered through the organization?

References
If you are interested in learning more about this topic, I recommend:

