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*"This study provides invaluable insight into the challenges health-care organizations must address to correct working conditions that undermine patient care, and cause nurses to leave their jobs -- and sometimes leave the profession."*

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Robert Wood Johnson  
Foundation



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## Communicating Research

Welcome to the first issue of the *RN Work Project* Newsletter! The purpose of this Newsletter is to inform you about the research findings based on your continued participation in the Newly Licensed RN Surveys.

The research based on the responses you and over 3000 new nurses around the country have provided about RN work experiences is a unique source of data that policy makers and hospital leaders can use to develop evidence - based

nurse retention strategies - a key component in resolving the nursing shortage and providing quality patient care.

To effectively communicate these vital data to key stakeholders, we presented at a number of conferences, including the 5<sup>th</sup> and 6<sup>th</sup> National Conferences of State Nurse Workforce Leaders, The Center for American Nurses Annual LEAD Summit, International Nursing Research Administration Conference, and

The Council for the Advancement of Nursing Science in 2007 -2008. We have published articles in leading nursing journals such as *The American Journal of Nursing*, *Nursing Economics*, *Journal of Professional Nursing*, and *Nursing Outlook*. You can download full text articles from our website at [www.RNWorkproject.org](http://www.RNWorkproject.org).

In addition, National Public Radio reported on the findings from the *RN Work Project*.

## Fast Facts

In the **Fast Facts** section we will provide key findings from the RN Work Project that you can share with your nurse colleagues, nurse managers, and community members interested in nurse turnover and retention.

**New RNs change jobs, but stay in nursing.**

- 26.2% of new nurses leave their first nursing employer within two years of starting the job.
- 91.8% of those who leave their first nursing employer, take another nursing job.

**New RNs report unfavorable conditions and inadequate support from their managers.**

- 36% of new nurses said that "poor management" is the reason that they left their first job.

**Organizational leaders and policy makers can modify hospital work environment characteristics to improve RNs intent to stay at their job and their actual turnover.**

- Job satisfaction, organizational commitment, and promotional opportunities have the greatest effect on new nurses' intentions of staying in their first job.
- Nurses who experience strain or sprain injuries in their job are more likely to actually leave their job, even if they did not intend to leave.

For more information about the *RN Work Project* you may contact the principal investigators:

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*Maja Djukic, MS, RN  
Editor*

## Forthcoming

We plan to continue to disseminate the findings from the RN Work Project in 2009.

We will begin to analyze data from the year 3 survey this summer to continue to follow work

patterns, decisions, and needs of new nurses in their third and fourth years of work.

## About RN Work Project

*RN Work Project* is the only multi-state, longitudinal panel study of new nurses' turnover rates and their intentions, attitudes, and preferences about work. The study is funded by the Robert Wood Johnson Foundation.

*RN Work Project* will continue to generate data

about reasons for nurses' turnover and work decisions over a ten year period of time.

Your continued participation in the upcoming surveys is essential in order for the *RN Work Project* to provide up-to-date evidence on how best to retain nurses.

We will ask you to participate in our next survey in 2011. If you move in the mean time, please contact Margie Engle at [margie.engle@psra.com](mailto:margie.engle@psra.com) or at 609-924-9204, x. 16 with your new address information. *Thank you* for your contribution to this important research!

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**We're on the Web!**  
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[www.RNWorkproject.org](http://www.RNWorkproject.org)