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For more information about the **RN WorkProject** you may contact the Principal Investigators:



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Communicating Research

Welcome to the second volume of the **RN Work Project** Newsletter! We are in the 4th year of the study and your continued participation in the Newly Licensed RN Surveys has yielded some fascinating findings.

We communicated these findings to the nursing community and leaders in multiple venues.

For example, we presented at the American Organization of Nurse Executives (AONE) 43rd Annual Meeting and the International Nursing Administration Research Council (INARC) conferences.

We hope that nurse educators and managers will use our research findings to design

interventions to improve nurses' work environment and work experience.

In 2009 and 2010, we also published multiple manuscripts in peer reviewed journals. You can download and view full text articles and related project information from our website at www.RNWorkProject.org

Fast Facts

New RNs face unsafe and poorly equipped work environments.

- In a year, 25% reported at least one on-the-job needle stick; 39% at least one strain or sprain; 21% a cut or laceration; 46% a bruise or contusion; and 62% verbal abuse.
- Also, 25% found it "difficult or impossible" to do their jobs at least once per week because of inadequate supplies.

Early career RNs report insufficient knowledge, concepts, and tools related to Quality Improvement.

- 38.6% thought that they were "poorly" or "very poorly prepared for" or "never heard of" quality improvement.

New RNs leave their jobs for both professional and personal reasons.

- The top 3 professional reasons for leaving the first job are poor management, stressful work, and wanting to get experience in another clinical area.
- The top 3 personal reasons for leaving the first job are moving to another geographic area, partner taking a job elsewhere, and compatible school schedule.
- 18.1% leave their first nursing employer within a year of starting their job.
- 26.2% leave their first nursing employer within two years of starting their job.

Meet the Research Team



New York University (From Left to Right)
Back Row - Vincent Ean, Farida Fatehi, William Greene, Christine Kovner, Maja Djukic, Jason Nembhard
Front Row - Carina Katigbak, Salimah Walani



University at Buffalo (From Left to Right)
Siritorn Yingrengreung, Carol Brewer, Rana Obeidat

We will ask you to participate in our next survey in 2011. If you move or plan to move before 2011, please contact Margie Engle at margie.engle@psra.com or 609-924-9204, x216 with your new address.

*Maja Djukic, PhD, RN
Editor*

*Jason Nembhard, BA
Associate Editor*



We are on the Web!
See us at:
www.RNWorkProject.org

Forthcoming

We plan to continue to disseminate the findings from the **RNWorkProject** in 2010. We will present at the Sigma Theta Tau 21st International Nursing Research Congress.

In addition, we'll continue to analyze data from the third survey to understand nurses' turnover and interventions for retention. We are in the progress of analyzing nurses' daily

travel time to work, generational differences in work attitudes, nurses' definition of quality care, and the impact of physical environment on job satisfaction.

About RN Work Project

RNWorkProject 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.

We will continue to generate data about reasons for nurses' turnover and work decisions over a ten-year time period.

Your continued participation in the

upcoming surveys is essential in order for the **RNWorkProject** to provide current evidence on how to best retain nurses.

Thank you for your contribution to this important research!

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