

## Background

- 203,000 registered nurse job openings annually, many resulting from turnover (U.S. Bureau of Labor Statistics, 2022).
- 66% of nurses surveyed considered leaving the profession (American Association of Critical Care Nurses, 2021).
- Registered nurse turnover rate is 27.1% (NSI Solutions, 2022).
- Job-related stress positively correlates with nurses' turnover intention rate (Lee & Kim, 2020; Mirzaei et al., 2020).
- Persistent high-stress results in burnout, compassion fatigue, lower job satisfaction, high workplace turnover, and inferior patient care quality (ANA, 2017; Hoedl et al., 2021; Martin et al., 2023; Mehta et al., 2020; Yang & Chen, 2020; Young et al., 2018)
- Stress management programs in healthcare reduce job-related stress and improve nurses' stress coping strategies (Alkhawaldeh et al., 2020; Lee, 2020).
- Project hospital 2021 data:
  - 21.32% turnover rate for all staff
  - 34% of turnovers were nursing staff
  - Exit interviews identified stress as a contributing factor

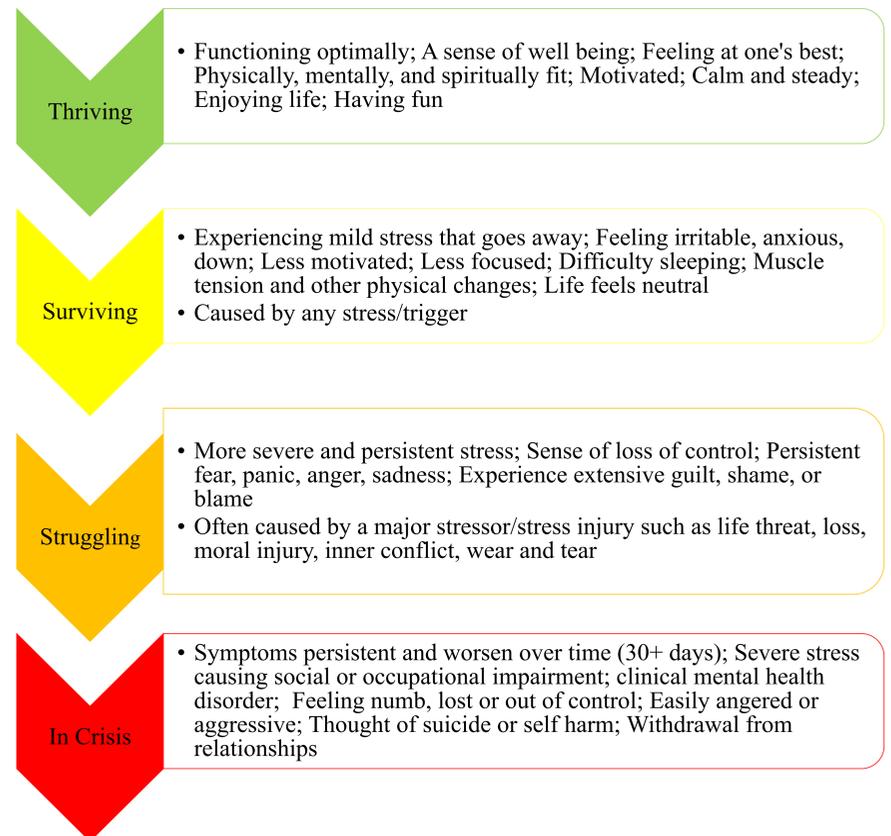
## Purpose

To design and implement a program to impact turnover intention by addressing perceived stress in nursing.

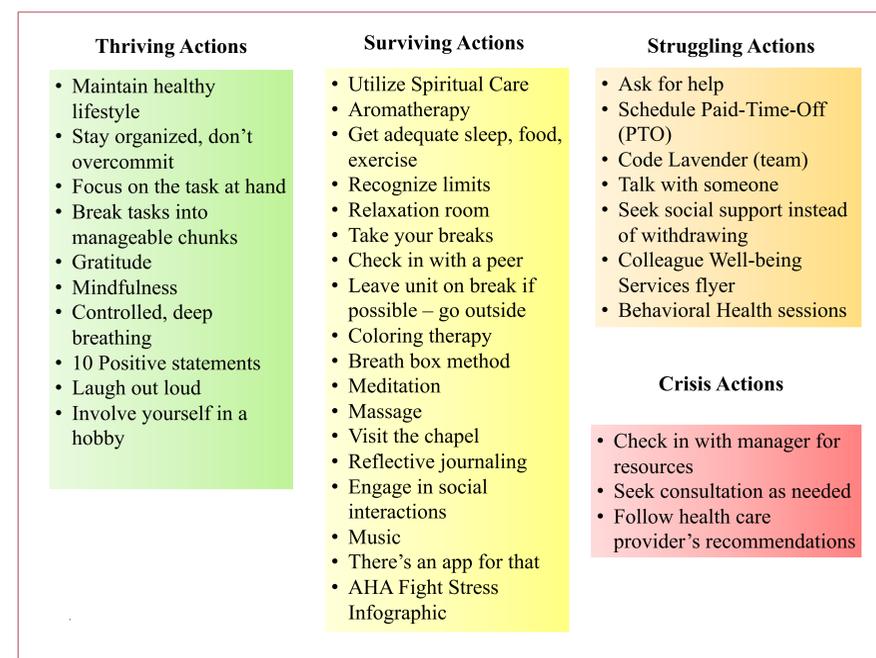
## Method

- Designed and implemented perceived stress project on 3 units in an urban hospital.
- Posted project outline and stress management resources on a bulletin board in each unit.
- Participants (registered nurses, licensed practical nurses, and patient care technicians)
  - Completed a demographic survey, the Perceived Stress Scale (Cohen et al., 1983) & the Turnover Intention Scale (Cohen, 1988) ( $n=25$ )
  - Performed a stress self-assessment based on the stress continuum model (Nash, 2011) definitions at shift start
  - Linked stress levels to relevant stress management action
  - Could reflect on action effectiveness at the end of the shift
  - Repeated the Perceived Stress Scale & the Turnover Intention Scale after 3 months ( $n=11$ )

### Stress Continuum Model Self-Assessment



### Stress Management Actions



## Results

### Fisher-Freeman-Halton Exact Test

N=36	Value	Exact Significance (2-sided)
Perceived Stress	6.351	0.041
Turnover Intention # 3 "As soon as possible, I will leave the organization."	7.104	0.041

### Perceived Stress

- The perceived stress level score for the pre-group was higher ( $m = 19.84$ ,  $SD = 6.29$ ) than the perceived stress level score for the post-group ( $m = 14.36$ ,  $SD = 6.23$ ). Statistically significant at the 0.05 level ( $t = 2.413$ ,  $df = 34$ ). (Independent samples t-test).

### Turnover Intention

- Slight decrease in overall turnover intention.

## Discussion

- An independent samples t-test was completed to determine the significance of the perceived stress data. Since the sample was small and the chi-square assumption was violated, Fisher's exact test was used to examine the categorical data.
- Participants noted the stress continuum model was effective in assessing stress and easily aligned with the stress management actions.
- Limitations:
  - Small sample size
  - Limited time
  - Inability to link data pre and post implementation
  - Lack of manager involvement
  - Unable to evaluate number of self-assessments and stress management actions

## Conclusion

- Project facility plans to implement project framework in all nursing units.
- Goal is to address perceived stress to decrease turnover intention and actual turnover rates.
- Recommend
  - Increased manager involvement
  - Replicating project with larger sample sizes
  - Address mental health needs