

# NHA WEBINAR

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## Shaping the Retention Culture: A New Look at RN Retention

Webinar #111209-NE

### DATE AND TIME

November 12, 2009

1:30 p.m. - 3:00 p.m. CT

### OVERVIEW

Nursing turnover is costly for health care organizations. When an employee leaves, organizations incur hiring, orientation and decreased productivity costs, as well as temporary replacement costs. Estimates of these substantial costs are 1.2 to 1.3 times the one-year salary of a registered nurse (RN). (Jones, 2004; Jones, 2005) or up to 5 percent of a hospital's budget (Waldman, Kelly, Arora, & Smith, 2004)

Satisfaction with work and organizational commitment are key predictors of RN turnover. Understanding how RNs' attitudes predict whether they stay or leave can help employers shape a retention culture. "Shocks", or outside relatively unpredictable events, impact nurses' turnover also—some may be preventable. Participants will learn about the latest research on turnover of early career RNs including factors that predict satisfaction and organizational commitment such as RN-MD relationships. Participants will learn strategies to decrease turnover.

### TARGET AUDIENCE

Managers, CNOs, CEOs and human resource managers.

### OBJECTIVES

Participants will:

- Discuss a model of RN turnover from organizations
- Describe the recent research about early career RN turnover
- Identify interventions to decrease RN organizational turnover

### FACULTY

**Christine Kovner, RN, PhD, FAAN**

College of Nursing - New York University

Christine Kovner is a Professor at the College of Nursing, New York University (NYU) and a Senior Fellow, Hartford Institute for

Geriatric Nursing also at the College, and Attending in Nursing at the NYU Langone Medical Center. Dr. Kovner maintains an active research program involving studies on quality improvement, RN working conditions and the cost of nursing care. She is the principal investigator of two grants from the Robert Wood Johnson Foundation to study the career trajectories of newly licensed registered nurses over the first ten years of their careers.

**Carol Brewer, RN, PhD**

School of Nursing - University of Buffalo

Carol Brewer is a Professor of Nursing at the School of Nursing University at Buffalo. She is the Director of Nursing for the New York State Area Health Education System Statewide Office, and serves as the Steering Committee Chair for the Institute for Nursing, the New York State nursing workforce center. Dr. Brewer conducts research that examines RN workforce participation decisions, which is key to developing effective policy. She was principal investigator on an Agency for Healthcare Research and Quality grant to examine workforce behavior of RNs and co-principal investigator for the Robert Wood Johnson Foundation for a 10-year national panel study of early career RNs.

### CONTINUING EDUCATION CREDIT

Continuing education credit for nurses and nursing professionals is provided for 1.5 contact hours. Inquisit® is an approved provider of continuing nursing education by the Pennsylvania State Nurses Association an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Inquisit® is approved by the Iowa Board of Nursing as a provider of continuing education credits. Provider number 50-6692. Inquisit® is approved by the California Board of Registered Nursing. Provider number CEP 13129. Individuals wishing to receive the 1.5 CE contact hours should contact Barb Jablonski at [bjablonski@nhanet.org](mailto:bjablonski@nhanet.org) on or before the program occurs.

### PRICE

\$195 per connection.

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