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## Effectiveness of implementing shared governance on turnover rates

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One of the most common issues affecting the performance and productivity of healthcare facilities is nursing staff turnover. High rates of nursing staff turnover in healthcare facilities is a recent concern that may have negative impacts on nursing staff, patients, and healthcare organizations. Many of factors lead to increase nursing turnover rates such as nurses' dissatisfaction, lack of engagement, and poor communication in the workplace. Although many solutions for reducing turnover rate are utilized, the percentages of turnover rates among nursing staff are still a major issue. Since many members of nursing staff cannot become involved in any decision making processes or share their ideas in healthcare sectors, nurses leave their jobs in order to find another workplace where the environment and job satisfaction are better. As a result, implementing of shared-governance principles is an effective strategy that has been recommended by various researchers for enhancing nursing satisfaction and retention rates. The aim of this presentation is to discuss the effectiveness of implementing shared-governance principles on turnover rates. Therefore, implementing of shared governance can provide nurses with an opportunity for involving into organizational decisions that influence the outcomes of quality health care.

### Biography

Salma Alshammari received Bachelor's degree in Nursing Sciences from University of Hail in Saudi Arabia, and Master's degree in Nursing Administration from Indiana University of Pennsylvania, USA. She is currently working as Teaching Assistant/Clinical Instructor at Shaqra University, College of Applied Medical Sciences. Her teaching interests include supervising students in the clinical settings in Nursing Administration Course and Community Health Nursing Course. Her role is helping nursing students in identifying their learning needs, strengths and limitations, and they select learning opportunities that will improve their knowledge. Her primary research interests are in the field of decreasing turnover rates among nursing staff through improving their job satisfaction. In her free time, she works as a Volunteer in a nursing home, Indiana PA, and a member in Toastmaster International Club.

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