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Impact of Job Satisfaction and Turnover in Nurse Practitioners

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The need for primary healthcare providers in the US is expected to continue to exceed the supply of primary care physicians (PCP). Conversely, the supply of nurse practitioners (NP's) is expected to continue to increase thereby meeting the need for primary health care providers in the US (HRSA, 2013, 2016). However, the national turnover rate for NP's is twice that of physicians. NP turnover is 12.6% as compared to a 6% turnover rate for physicians (Bureau of Labor Statistics, 2016; Cejka, 2014). The purpose of this study was to examine if there is a relationship between job satisfaction and intent to leave.

Fifty-seven actively practicing NP's throughout New York State (NYS); study Effect Size; 0.3 minimum n = 52, completed the Misner Nurse Practitioner Job Satisfaction Scale (Misener & Cox, 2001) and the Anticipated Turnover Scale (ATS) (Hinshaw & Atwood, 1984; Hinshaw & Atwood, 1985).

The study's findings supported past research that has been conducted in private industry as well as in healthcare; there is a positive correlation between job satisfaction and an employee's intent to voluntarily leave their place of employment (Bhatnagar & Srivastave, 2012; De Milt, Fitzpatrick & McNulty, 2009; Hertzberg, 1987; Hinshaw & Atwood, 1984; Hill, 2011; Kramer & Schmalenberg, 1991; Misner et al., 1996; Wells, 1990).

Biography

Barbara Ann M. Messina, PhD, RN, ANP is an Associate Professor in the School of Health Professions and Nursing at Long Island University Post, in Brookville, New York where she directs the Inter-professional Learning Institute Simulation Laboratory as well as Director of the Master of Nursing Education.

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