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Development and implementation of a new graduate nurse mentorship program in Johns Hopkins Aramco Healthcare

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Aims: The aim of this study is to increase retention and job satisfaction rate by an evidence-based intervention that may improve intent-to-stay for the new graduate nurses (NGNs) and improve their job satisfaction.

Background: Nursing staff insufficiencies often lead to suboptimal staffing characteristics, such as low staffing levels, high turnover rate, low registered nurse (RN) percentage among the professional staff, and more frequent use of nurse overtime. The literature shows that mentorship programs smooth transition of new graduate nurses into the workplace and the organizational culture. Mentoring increases staff retention by decreasing anxiety and promoting positive self-esteem and confidence.

Methods: The main outcomes for the project were measured on two different times to demonstrate the impact of mentorship program participation on job satisfaction and intention-to-stay for the new graduate nurses. This pretest-posttest study included one group of new graduate nurses pre-intervention (N=16) and post-intervention (N=14). Two sets of surveys were administered between February and June 2017. Questionnaires included demographic data, skill and procedure performance, comfort and confidence, job satisfaction, observations of the work environment, support, and reassurance, determine factors that influence job satisfaction to understand register nurse's perceptions of professional mentoring.

Results: The mean scores of job satisfaction and intent-to-stay subscales of the Casey-Fink graduate nurse experience survey and the Casey-Fink retention survey were increased in post-test. There were statistically significant differences between pre- and post-test mean scores.

Conclusion: This study confirmed that a structured mentorship program for the NGN increases job satisfaction and intent-to-stay. New nurses need specific support during their transition into nursing in response to their own prospects, experiences and learning needs.

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