

ARTICLE REVIEW of "Empirical analysis of Nurse Retention. What keeps RNs in Nursing?"

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SOURCE

Dotson, M.J, Dave. D, Cazier, J.A and Spaulding, T.J Empirical analysis of Nurse Retention. What keeps RNs in Nursing? Journal of Nursing Administration (JONA) January, vol.44 pp 111-116, 9th April, 2014. Refer website-

www.nursingcenter.com/inc/journalarticle?Article_ID=1657071JournalID=54024&issueID=1656710

ABSTRACT:

This paper is a theoretical critique of a quantitative research article written by Dotson, M.J, Cazier, J.A and Spaulding, T.J entitled: *An Empirical analysis of Nurse Retention. What keeps RNs in Nursing?* The article discusses the importance of nurse retention to the individual organization and the health industry as a whole. Along with, it also describes the reasons why nurses walk out of the nursing profession which include: burn out, physical stress, emotional stress, and increased work load with lack of motivation. Throughout the course, Authors interviewed online 861 RNs from Southern United States and for that they prepared a questionnaire. The author developed an instrument which includes variables such as altruism, economic factors, and value congruence which have an impact on the staff performance, these variables were pretested to modified contradictory variables according to the study. The analysis was made by using the structural equation modeling (SEM) and with that they also use Cronbach's alpha to measure the internal consistency and the reliability of the instrument. SEM allows the comparison of various factors which conclude that the stress and value congruence both reveal the association with behavior to leave the job but the impact of altruism on behavior to leave the job is not so evident. Author's findings show that stress has the major impact to leave the job.

The purpose behind the study was to examine whether the value congruence and altruism would affect the nurses' turnover or not. The Author's conclusion is that the factors which are important to retain nurses in jobs include: stress reduction, Job satisfaction, value congruence, change the hiring process, and improve the work environment of the organization to retain nurses for a long time. My evaluation/critique of this article is a holistic interpretation of the study as an example of a quantitative research project and is based on my understandings.

As a Quantitative study, author's research uses the questionnaire which was assessed by a model (S.E.M) and confirmatory factor analysis which help to reduce the error in results and make it

more reliable to use. The author's also give the proper reference of the different article which were the base to initiate the research and most of them were recent. For conclusion the author did not presents the graphical presentation of data which would have given more clear impression for the quantitative results.

Overall the article is a literary work in terms of it critique of current research study on the factors that contributes to the retention of RNs in Health organization and profession.

KEYWORDS

Empirical analysis of nurse retention; Structure equation model (S.E.M); Cronbach's alpha; Altruism; Value congruence; Physical and emotional stress

INTRODUCTION

The article under review is titled 'An empirical analysis of nurse retention. What keeps RNs in nursing? Was published in the Journal Of Nursing Administrators (JONA).The review will initially take a look into summary of the article. The next step will be analyzing the effectiveness of the article's structure, examining how the information in the article is set out and also find out how accessible it is to readership. The third step will be critiquing the article, evaluating its authority, currency, how accurate the article is and its objectivity.

The review will also take a look at the tables used in data presentation and then judging whether the article is accessible and credible.

ARTICLE SUMMARY

The article will be summarized in areas such as the structure of the article and brief analysis of the information and its accessibility to readers. .

The article describes the ability to retain Registered Nurses (RNs) is important to both individual organizations and the healthcare industry as whole. The number of licensed RNs has increased, however , retention rates for these younger nurses are poor. Some RNs consider abandoning the nursing profession due to among other things high levels of burn-out ,lack of motivation and dissatisfaction with their job roles ,whiles others also complain of feeling of physical and emotional stressed and drained because of the increased patient load as well as the conditions under which they work.

The author used the structural equation model (SEM) to analyze the survey. The instrument used was the questionnaires to elicit responses from the participants. Two tables were used to

depict the data gathered. The results underscored the importance of both value congruence and altruism in a field where stress and economic factors have long been considered the salient factors.

The article in conclusion, asserts that efforts to retain RNs should include matching nurses expectations, their values and those of the organization and also providing opportunity for expression of the altruism. The structure of the article takes a look at topics such as abstract, background of the study, A summary of the methodology, an explanations of the results, discussions and conclusion.

The abstract gave a brief outline of the objective of the study. It delineated certain factors that impact on the intentions of Registered Nurses tendency to leave their jobs and even the profession. Such compelling factors include economic factors, altruism and psychological and physical stress . The background of the article follows the abstract. The background takes a look at the ability to retain RNs is critical to the individual organizations and the healthcare industry as a whole.

It is indicated in the background that though there is an increase in the number of RNs turned out in 2000s, the problem of shortage still persists due to several pressures .The background cited previous studies to back points claiming poor retention of licensed RNs that eventually leads to shortage. It also highlights the perspective on retention of RNs. The author developed and tested an instrument which included variables such as altruism ,economic factors , and value congruence as dimensions that impact on the smooth performance of their job which lows their morale and accentuate the propensity not to continue with job or the profession (Dotson M.J, Dave D.S ,Cazier J.A and Spaulding, T.J ,2014).

In the methodology, the author used the structural equation modeling (SEM) to carry out analysis of the survey. A sample of 861 RNs in Southern United States were interviewed online. The instrument was pretested in a pilot study and incompatible items were modified to meet objective of the study.

Structural equation modeling is a very general, very powerful multivariate analysis techniques that includes specialized versions of a number of other analytic methods as special cases . Major applications of structural equation modeling path analysis or confirmatory factor analysis ,second order factor analysis ,covariance structural model and correlation structure model .www.uta.edu/faculty/sawasthi/statistics/stsepath.html 29/03/2014.In line with this the article indicated that the scale were tested and further validated using confirmatory factor analysis as indicated above. Also, Cronbach's alpha is used to measure the internal consistency , that is how closely related a set of the items are as a group. All these indicated an effort made to make the instrument reliable and authentic to yield the expected results. The data was also presented in a tabular form.

The results as mentioned earlier on S.E.M was used to analyzed the data .This allows for the comparison of the various factors. All coefficients related to job satisfaction are significant in the expected direction. Stress and value congruence both portray an expected relationship with behavior intentions to leave a job . The effect of altruism on behavior intention to leave

a job is not so important. The positive relationship of both value congruence and altruism on behavior intention to leave the profession are unexpected. Stress has the strongest effect on behavior intention to leave a job. The findings revealed a correlation between altruistic desires and intentions to abandon the profession. Caution was taken to retain the validity of the model.

In the discussion and conclusion segment, the analysis confirms many points known to affect nurse turn-over. The equation model provides a surprising insight regarding the impact of altruism among nurses. Important factors keeping nurses in their jobs include: job satisfaction and reduction in stress and value congruence.

The website www.nursingcenter.com/inc/journalarticle?ArticleID1657071journalID. Two areas that may be firmly controlled in the healthcare organizations are stress and value congruence. The results also revealed that the hiring process is critical to the retention of RNs such that organizations should seek to recruit individuals who are altruistic and whose values match with organizational values. Retention of the current workforce requires serious and critical attention to all four (4) of these factors and development of initiatives to improve the work area of RNs.

ARTICLE STRUCTURE

The author gave a brief abstract of the article under FIVE main headings; objective, background, methodology, results and conclusion and discussion.

The article contains sentences that are short and comprehensive and the paragraphs are of moderate length. The paragraphs are organized in an orderly manner that render easy accessibility to readers. The author made reference to literature of previous studies. There are no in text citations. It gave vivid account of how the instrument was developed and ensure its validity and reliability. The author did not make any graphical presentation, nonetheless two tables were used to depict the retention model and the profiles of participants. The article was published in Jan 2014 and therefore contains conventional information. It was well organized and set in Hypertext Mark Up Language (HMTL) and in PDF format which offers easy access to readers. The author provided URL citations and supplemental digital content.

ARTICLE CRITIQUE

AUTHORITY

The journal, entitled journal of Nursing of Nursing Administration (JONA) by Lippincott's Nursing Center.com is a publication of Wolters Kluwer Health. The publishing organization is of good international repute. The four authors are PhD holders in academia, in their chosen disciplines with one specialized in healthcare administration. More so, the article is credible because its publishers are well known in providing excellent continuing education and are

affiliated to the Lippincott Williams and Wilkins and the American Credentialing center and commission on accreditation.

ACCURACY

The article is peer-reviewed in Journal of Nursing (JONA). It has gone through an editorial process and published in an international recognized Nursing index. It has gone through a reference process including current literature in text, indicating the article is gone through processes that renders it accurate.

In order to ensure accuracy, the author used a model (S.E.M) or confirmatory factor analysis- which attempts to reduce the dimensionality of a multivariate data set and often the results from two are rather similar. This postulates that underlying observed variables, there are unobserved variables or common factors. The observed variables are assumed to be linear combinations of the factors plus, for each variable, an error term or specific factor (Brian E.S, 1994). The author therefore used the model and avoided the problem of lack of unique solution for loadings and commonalities (Brian E.S, 1994). In ensuring accuracy, the author indicated that care was taken to retain validity of the model, trimmed model for fit after trimming the questions and modification of the questions.

CURRENCY:

The article was published in 1st January, 2014 and free access to it in the journal online up to 28th April, 2014. The literature was taken from materials dating from 1975 up to date references. Therefore the article is current. All the material contain current and relevant information. Only one reference dates back to the 70s but most other references were written in the 2000s. The issue of retention of nursing staff, though span through some few decades ago is a very critical relevant and current issue in staffing of hospitals and other health facilities because nurses are key personnel in health delivery. Inability to retain nurses implies exodus of nurses. The issue of autonomy is a concern to some nurses and this may be a trigger factor for a nurse to leave a facility or the profession as a whole.

RELEVANCE:

It is published in a journal that is an academic database. It is highly credible in academic circles. It is a source of information for nurse administrators and student nurses and healthcare administrators. However, It might not be easily understandable to lower level undergraduate students thus irrelevant to their needs.

OBJECTIVITY:

The information the author objectively developed and supported with current research information. There is no indication of bias. It is a written report of the research processes carried out in investigating nurse retention strategies. The article portray efforts in ethical considerations and so is free of any breaches. The literature clearly explained the constructs used in the study in comprehensive manner. A sample size of 861 registered nurses, many of

whom are quite experienced took part in the survey. The findings of the investigations is of relevant to the practice of nurse managers and academia. It serves a source of reference for future researchers.

STABILITY:

The article is published in well known academic journal. The journal serves as a valuable source data for researchers, academicians, students, administrators and so on. Thus the article per its source is stable.

ANALYSIS OF GRAPHS

The two tables used are: table 1. Shows a list of the final survey questions used in eliciting responses from the participants and table two provide a profile of the participants. This represents a relatively diverse group of nurses many of them have spent many years in the job .The mean years of experience is about 21 years.

The author did not present the data in a graphical form. The article did not indicate why there was no graphical of presentation of data since graphs throw more light data trends and provide information in a clear and easy to understand. In using graphs to present data ,the reader gains a visual impression of the effectiveness of any manipulation or treatment of variables(Polgar,S &Thomas .S.A,1998). Or indicate whether graphical representation of multivariate is quite difficult if not impossible.

CONCLUSION

The review has summarized as well as critiquing the article ‘Empirical analysis of nurse retention’. What keeps RN in nursing?, retrieved from www.nursingcenter.com/inc/journalarticle?Article_ID=1657071JournalID=54024&issued=1656710.

The content, structure, strength and limitation of the article were assessed and critically reviewed. The article is a literary work that adds to literature in terms of its critique of current research study on the factors that contributes to RNs retention in health organizations or in the nursing profession and the implication of the exodus of nurses from the profession or one health organization to another. There is the possibility of future research collaboration with researchers from other countries.

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