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NATIONAL NEWS

False Promises Portend High Nurse Attrition Rates, Research Shows

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The results of a new research report examining the needs and perceptions of registered nurses finds the majority of RNs, regardless of tenure point, are at risk for attrition.

A total of more than 494 RNs participated in the online research, with 73 new RNs, 143 experienced RNs, and 278 tenured RNs.

The three tenure points examined by the study are defined as:

- New RNs (defined as those licensed within the past 5 years)
- Experienced RNs (defined as those licensed more than 5 years ago and hired by their current employer within the past 5 years)
- Tenured RNs (defined as those licensed more than 5 years ago and working for their current employer for more than 5 years)

The study was conducted jointly by recruitment strategies firm Bernard Hodes Group and Katon Direct, a database marketing company.

“One of the more surprising results found in this study is the fact that a majority of those RNs considering employment elsewhere had communicated work-related concerns to someone in authority. However, for many, no action was taken,” says Judith Russell, BSN, RN, vice president, Bernard Hodes Group.

“Healthcare employers need to focus on listening to their employees, and understanding what drives their employment satisfaction and ultimately their engagement with the organization,” she adds.

Many of the RNs surveyed also believe they did not receive an accurate description of the work environment prior to being hired.

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