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Job Satisfaction and Turnover Rate of Operating Room Nurses

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Figure 1

PROJECT METHODOLOGY

The intended recipients for this project are the operating room nurses experiencing scheduling insufficiency. Although the target audience is operating room nurses, it is it is beneficial to consider the design and structure of various scheduling techniques for nurses across varying units. Flexible scheduling and participation in scheduling procedures reduce emotional exhaustion among registered nurses from multiple **different specialty areas.**[8] In addition to determining functional strategies for scheduling, it is also helpful to address learning styles and delivery methods for project education. While ensuring the presentation of the project is logical for the nurses and leaders viewing the material, it is also critical to utilize technology systems that are easily accessible and simplistic

Deliverables

- Pre- and Post-Assessment Surveys
- Educational PowerPoint Presentation
- Self-Scheduling Software Application

Online and virtual methods for sharing deliverables ensure that the material is accessible from any location, at any time, for all employees.

Plan and Development

The nurses on the unit were notified of their requested participation in the surveys regarding scheduling.

- Pre- and post-surveys were given to assess likes, dislikes, and suggestions.

- The nurses then viewed a PowerPoint and new scheduling software presentation.

- The new scheduling software was then implemented into the unit over four weeks.

- After the four weeks were completed, the nurses were given a post-assessment survey to assess feedback regarding the new process

Consistent communication was maintained with leaders as the new software was implemented and feedback recorded.

Evaluation

Evaluation of this project was conducted through both the pre-and post-assessment surveys.

- Pre-assessment survey gathered employee likes and dislikes and suggestions for improvement

- Post-assessment survey provided additional commentary regarding the success of the new scheduling software.

- Pre- and post-assessment surveys were compared to determine areas of improvement

Nurses were made aware that the survey answers were anonymous, and confidentiality would be upheld throughout the project implementation.

ABSTRACT

Nurses face a variety of obstacles in the workplace. Factors such as high-workload demands, inadequate nurse-to-patient ratios, and inefficient scheduling can negatively impact job satisfaction. Job dissatisfaction among nurses can increase facility turnover rates and poor patient outcomes. Lack of administrative involvement and guidance limits appropriate collaboration and prevents the facilitation of solutions. The project aims to address the importance of efficient scheduling, improving the satisfaction and retention rates of operating room nurses. Pre- and post-assessment surveys, an educational PowerPoint presentation, and the implementation of a self-scheduling software application are utilized to improve the scheduling process. Adequate communication and support from administrative leaders remain an essential part of the new policy's success. This project can enhance scheduling efficiency and increase engagement and follow-up from leaders, increasing job satisfaction for nurses and reducing the turnover loss for the facility.

PICO QUESTION

For registered nurses, does scheduling strategies that focus on employee support, compared to the absence of scheduling strategies, result in improved job satisfaction over a 12-month employment period?

LITERATURE REVIEW

Nurses' work-related stress factors are associated with decreased job satisfaction, reduced patient outcomes, and increased turnover among staff.[1] A literature review was conducted to determine the effects of nurse dissatisfaction on patient safety, retention efforts, and organizational values. Multiple themes were identified regarding nurse stress and workplace outcomes.

❑ *Job Dissatisfaction and Turnover*
- Nurse dissatisfaction increases the risk of high turnover and burnout rates.[2, 3, 4]

❑ *Organization Impact and Influence*
- Facility cost is $40,300 to $64,000 to hire and train a new nurse.[5]

- Effective communication from management can empower teamwork, reduce stress, and promote positive outcomes.[4, 6]

❑ *Patient Health Outcomes*
- Patient falls and medication errors increase as nurse emotional exhaustion and stress increase.[7]

THEORETICAL FRAMEWORK

The Iowa model was applied to guide and outline this project.

The Iowa model is a valuable framework for implementing evidence-based research, effectively problem-solving and promoting quality healthcare.[9]

Throughout this project, the Iowa model is utilized to

- Detect reported barriers to job satisfaction.

- Determine the impact on organizational objectives.

- Identify appropriate evidence-based solutions to meet the needs of both nurses and the organization.

CONCLUSIONS

The reviewed evidence in this project highlights the significance of inefficient scheduling and lack of leadership support on nurse satisfaction.[4]

- Failing to recognize and address nurses' dissatisfaction increases the risk of poor patient outcomes and depletes resources for the organization.[3]

- Addressing scheduling conflicts improves nurse satisfaction, reduces turnover-related costs for the organization, and increases retention rates.[10]

Implementing a virtual software application for scheduling supports the needs of nurses, enhances communication between leadership and the healthcare team, improves satisfaction, and reduces turnover rates.

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Figures

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Figure 2

Figure 3