

Evaluating the Effects of Nurse Residency Programs on Transition to Practice

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Background

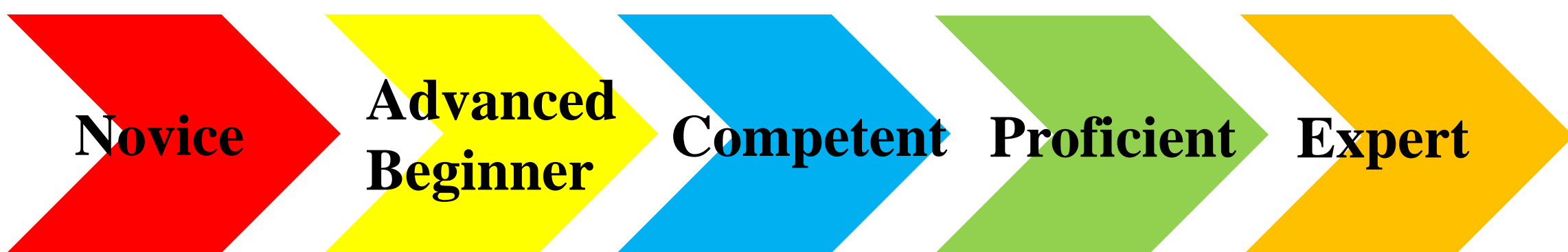
Healthcare organizations have begun implementing nurse residency programs to provide a more smooth and cohesive transition from student to practicing nurse. This research study proposes to analyze and evaluate the effect nurse residency programs have on nurse job satisfaction, patient outcomes, burnout, turnover, and retention rates in the new graduate nurse over a one-year time frame.

Impact of Difficult New Graduate Nurse Transition

- Negative Nurse Outcomes
- Negative Patient Outcomes
- Increased Turnover
- Poor Retention Rates
- Increased Burnout Rates



Fig. 1 Benner's Novice to Expert Model



Methods

A longitudinal design approach will be used to evaluate the effects of nurse residency programs on nurse job satisfaction, patient outcomes, burnout, turnover, and retention rates in the new graduate nurse over one year. A sample size of 100 new graduate nurses will be divided evenly into two groups (1) nurse residency program and (2) traditional orientation program. After one year, the same groups will be evaluated to determine the effects of the program.