

Evidence-Based Practice Discussion

Student's Name

Institutional Affiliation

Course

Date

This study was designed to address the problem of the high turnover rate amongst newly licensed registered nurses in health institutions. The work aimed to review the reasons contributing to the turnover of registered nurses 1.5 to 2.5 years after graduating and make appropriate recommendations (Unruh & Zhang, 2014). Therefore, the main research question for the study can be framed as; What factors contribute to the high turnover rate of newly licensed registered nurses, and what can be done to reduce the same?

The researchers adopted involved both a case-control study and literature review. Questionnaires with key study questions were sent out to recently licensed registered nurses in the Florida area. At the same time, a review of studies in the subject area was also done (Unruh & Zhang, 2014). One threat to the internal validity of the survey methodology adopted would be bias error in terms of the population selected for the study. Furthermore, an external validity issue for this design method would be the lack of control of answers provided by the respondents. Notably, the researchers would not know if the respondents lied when answering or not. Therefore, while these factors project the sampling and testing methodology suspect to inaccuracy, the researchers noted that the method's validity and reliability were high based on similar findings from past work.

The data analysis procedure for the study involved descriptive analysis in reviewing the nurses' attitudes and perceptions on their work environment, particularly factors that made them want to leave their current roles. Quantitative analysis was done on the various observations to gauge the nurses' perception and attitude towards their current occupation. Notably, logistic regression was prominently used for the study, with the primary analysis tool being the Statistical Analysis Software (Unruh & Zhang, 2014).

The study results highlighted that organizational stress factors such as poor management, excessive workload, remuneration and rewards, and mismatched expectations between healthcare management and employees played a significant part in accelerating the

turnover rate. The researchers also noted that poor orientation and a stressful were key contributors to the problem (Unruh & Zhang, 2014). Notably, the study recommended that the management team improve healthcare institutions' working conditions to make them a better place to work for a decline of the turnover rate amongst newly licensed registered nurses.

While the study was broadly consistent with previous findings in the subject area, the biased choice of the study population that limited correspondents to the Florida area could weaken the validity of the results. Furthermore, overreliance on only one primary data collection method of sending a survey to correspondents without proper prior awareness could pose serious questions on the accuracy and legitimacy of the answers provided to the questionnaires. The researchers could have tried to diversify the study population, adopt more than one research design methodology and educate the correspondents better on the study's objectives.

References

- Unruh, L.Y., & Zhang, N.J. (2014). Newly Licensed Registered Nurse Job Turnover and Turnover Intent. *Journal for nurses in professional development*, 30(5), 220-230. Doi; 10.1097/NND.0000000000000079