**Decreasing RN Burnout While Improving RN Retention Rates**

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**Introduction**

- Ineffective stress management among RN nursing staff has been linked to job dissatisfaction which can lead to RN nurse burnout. The focus of this research is to discover causes of RN nursing dissatisfaction and possible solutions to these problems. Improving job satisfaction and decreasing stress among RN nursing staff has been effective in increasing RN retention rates.
- Stress is defined as an external cue that threatens the equilibrium of an individual.  
- Burnout is defined as a syndrome of feelings of emotional exhaustion, deep depersonalization and reduced personal accomplishment.  

**Database & Terms**

- CINAHL database search terms:
  - Nurse AND burnout
  - Nurse AND stress
  - Nurse AND job satisfaction
  - Nurse AND retention

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**Journal Summary Table with Recommendations**

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<tr>
<th><strong>Summary of Findings</strong></th>
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| - RN Nurses that participated in this research stated that they knew what their patients needed but felt they did not have the time or resources to accomplish all of this, which led to feelings of stress and burnout secondary to frustration.  
- These RN nurses tried to be flexible and complete as much care as possible until the frustration built up and they felt that leaving was the only solution.  
- This article suggests that long hours, dissatisfaction with colleagues, and negative characteristics of the working environment are leading causes of nurse dissatisfaction, which leads to RN nurse burnout.  
- Another significant finding concluded that new and inexperienced RN nurses face an initial shock when they first enter the nursing world, and these new nurses are not prepared for this shock.  
- Research in this article suggests that the work climate plays a huge role in RN nursing satisfaction.  
- It also suggests that nurses from different generations look at nursing differently, which can create tension in the work environment.  
- The intention of nurses in Generation Y (1981-2000) to quit is about tripled compared to other nurses from Generation X (1964-1980) and the Baby Boomers (1946-1963).  
- According to the research done in this article, cynicism contributes to RN nurse burnout. There were three primary causes of cynicism: insufficient reward system, unfairness/value conflicts that do not maintain the nursing care model and exhaustion from unmanageable workloads.  |
| Long-term stress, burnout and patient-nurse relations: qualitative interview study about nurses’ experiences |  |
| Burnout and its correlation among nursing staff: Questionnaire survey |  |
| Retaining nurses and other hospital workers: An intergenerational perspective of the work climate |  |
| Nurse turnover: The mediating role of burnout |  |

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**Nursing Implication**

- RN Nurses need to understand that each generation has a different perception of the nursing field and workplace. Therefore, when working together, we must be careful not to judge other colleges about their view of the nursing profession and their career goals. Being aware of theses differences will help inexperienced and experienced RN nurses get along better rather than become frustrated with one another.
- RN nurses, unit managers and unit educators need to be aware that new nurses go through a shock phase when starting in the nursing field, and this shock is something that the new nurse are not expecting or prepared for. Therefore, it is crucial to support these individuals and to exhibit understanding.
- RN nurse burnout is a problem that has been prevalent for quite some time and more research is being done on this topic; however, no “perfect” answer has yet been discovered. RNs should understand that there are common causes of RN burnout including the work environment, colleagues, lack of reward systems and further education and inability to meet all patient care needs along with required tasks due to time constraints and patient workload.

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**Conclusion**

- The research has collectively agreed that RN burnout and hospital RN retention rates go hand in hand.  
- Our group suggests that nurse managers and Quality of Work Life (QOWL) work together to create a survey for the unit’s RNs to take; this survey would ask questions about patient care load, job satisfaction, work environment satisfaction and most importantly, an area for the RNs to voice issues they feel are causing stress/burnout and any solutions they may have to help alleviate these stressors. The manager and QOWL would then look over the surveys and see what suggestions could be implicated and analyze areas that could be changed.
- Also, we highly recommend that the nurse manager and unit educator create a program or survey for newly graduated RN nurses. This would allow management to watch for early signs of burnout; management would also be able to track what things on the unit or about the unit are leading to burnout. As this information is tracked, a program could be put into place to help retain new RN nursing staff and prevent burnout.

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**References**