IMPACT OF MENTORSHIP ON NEW NURSE JOB SATISFACTION AND RETENTION RATES
Jennifer Bustamante, Evelyn Jaramillo, Jennifer Matthews, & Tacie Vaughn

BACKGROUND
New nurse turnover rates range from 17% to 22%. Hospitals lose both money and resources from new nurse turnover, costing over $88,000 per nurse (Spiva, et al., 2013). With the current shortage of nurses, it is crucial for health care facilities to increase retention rates of new nurses. Mentorship improves job satisfaction and retention rates by providing a new nurse support in the transition from student to professional nurse, socialization with the established nurse workforce, and being perceived as a vital member of the patient care team (Clark & Springer, 2012).

THEORY

PURPOSE
To compare job satisfaction and retention rates of new nurses who participate in a mentorship program versus new nurses who do not.

QUESTION
Does a mentorship program improve the job satisfaction and retention rates of new nurses?

PROPOSED METHODOLOGY
Design: A 12-month comparative longitudinal study measuring the impact of mentorship on new nurse job satisfaction and retention rates.
Sample: A convenience sample of 100 new nursing graduates will be recruited from two local hospitals.
Target population: All new graduate nurses in the United States.

DATA ANALYSIS
Proposed Analysis: Correlation and regression techniques will be used to analyze the data once collected.

IMPLICATIONS & SIGNIFICANCE
New nurses and healthcare organizations will benefit from this study by increasing job satisfaction and retention rates through the utilization of mentorship programs.

ACKNOWLEDGMENTS
We would like to acknowledge Najood Azar, PhD, RN for her advisement during our research process.

REFERENCES
Clark, C. M., & Springer, P. J. (2012). Nurse residents' first-hand accounts on transition to practice. Nursing Outlook, 60(4), e2-e8. doi:10.1016/j.outlook.2011.08.003

VARIABLES & INSTRUMENTS
The independent variable is mentorship. It will be measured using the Assessment of the Relationship with the Mentor instrument (Grindel & Hagerstrom, 2009). The dependent variables are retention rates and job satisfaction. These will be measured by the McCloskey-Mueller Satisfaction Scale (MMSS) (Altier & Krsek, 2006).