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Nurses Eat Their Young

Abigale Spragle

WellStar School of Nursing, Kennesaw State University

Abstract

‘Nurses eat their young’ is a saying that has permeated and engrained itself into the medical field. The nursing profession has the highest rates of workplace violence over any other profession and studies have found newly graduated nurses (NGNs) to be the most vulnerable to workplace violence. Previous studies have found that a hostile work environment and lack of social support to be the primary reason for nursing burnout and turnover rate in newly graduated nurses. In 2020, the turnover rate for NGNs was recorded as 18.7% in the United States though it was as high as 49.7% in South Korea. Globally, we are facing a nursing shortage of around 5.9 million. Current estimations believe that the shortage will increase with the aging of the current nursing population, with one in every six nurses expected to retire within the next 10 years. This study explores the effectiveness of adding resilience training to NGNs, in their first two years of practice, transition-to-practice programs. A group of NGNs over 3 different hospitals with the same transition-to-practice program will be separated into two groups, one group will receive the additional resilience training with their transition-to-practice program and the other group will not receive the additional resilience training. A questionnaire will be conducted prior to the beginning of the transition-to-practice program, after six months of practice, after one year of practice, and after two years of practice. The questionnaire will cover the NGNs perceptions regarding their nursing colleagues, their work environment, their treatment as a new nurse, and their desire to continue the nursing profession.