

**JAPNA Article: Effectiveness of a Psychiatric-Mental Health Nurse Residency Program on Retention - January-February 2019 (25:1)**

1. Which of the following is not a core component of the evidence-based curriculum for the NRP developed at Sharp Mesa Vista Hospital?

- A. Scope and Standards of Practice for Psychiatric-Mental Health Nursing
- B. Benner's novice to expert framework
- C. Reflective practice theoretical frameworks
- D. Disruptive innovation

2. Which best describes organizational commitment?

- A. Measures the extent to which a job seeker's perceptions of an organization's values match their own values.
- B. Reflects the commitment based on emotional ties the employee develops with the organization primarily via positive work experiences.
- C. Assesses the frequency of organizational citizenship behaviors performed by employees.
- D. Measures a person's self-appraisals of capabilities to cope with environmental demands.

3. The major finding of this study indicated that \_\_\_\_ of new nurses left their position within the first year, and \_\_\_\_ left in year two, as contrasted to higher rates reported in the literature (17.5% in the first year and 33.5% in year two).

- A. 11.7%, 2.9%
- B. 2.9%; 11.7%
- C. 27.5%; 30.2%
- D. 30.2%; 27.5%

4. To ensure that participants were not unduly influenced to participate in the study, the study design included which position?

- A. A co-investigator who was not an employee (employed by a local university) to manage the process of distributing the surveys and communicating with participants.
- B. A staff RN on an open unit to manage the distribution of surveys.
- C. An agreement with Press Ganey to manage the survey process.
- D. The NRP Coordinator managed the distribution of surveys during support group meetings.

5. Which is a noted benefit of the Nurse Residency Program?

A. Reducing the costs of onboarding new RNs.

B. Attracting new graduate nurses into the psychiatric-mental health nursing specialty and retaining them.

C. Reducing incivility in the nursing profession.

D. Ensuring the right staffing mix for the unit acuity.

6. What were reported as the top job satisfiers for new graduate nurses in this study?

A. Training; unit

B. Tasks; relationships

C. Teamwork/coworkers; shift/hours

D. Tasks; training