

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