

**Effectiveness of a Psychiatric-Mental Health Nurse Residency Program on Retention:**

**Summary**

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### **Summary**

New nurse turnover rates are high, especially in the psychiatric-mental health area. This study proposed that having a new graduate nurse residency program would lower the turnover rates and instill more confidence in new graduate nurses when caring for patients with complex clinical issues. Many new graduates left the profession within the first one to two years due to stress, dissatisfaction, and workplace environment dissatisfaction. This is also very costly for health care systems, which places the need even higher for these nurse residency programs. As a retention strategy residency programs were developed. These residency programs were established to support new nurses and monitor their feelings about their jobs over a period of time.

The nurse residency program has several components including, teamwork, interpersonal relationships, physician interactions, and more. The new graduates completed the survey with these components at several months intervals. The program included educational interventions and social support systems. The participants identities remained confidential, and the individual answers were only known by a co-investigator that was not an employee of the hospital system. The program included many formal learning activities in the first six months, and then these were decreased over the year. One significant measure decreased with the program, and that was burnout. They noted less burnout in nurses that were a part of the new graduate nurse residency program. There was improvement in turnover rates, job satisfaction, and dissatisfaction.

I know as I start to look into jobs as I'm nearing graduation, I have noticed a lot require some sort of internship for a period of time. Also, a lot require you to have a mentor that you talk to on a monthly basis. I'm hoping that these programs will help me as a new grad to have more

job satisfaction and lower rates of burnout. I think being aware that burnout is a very realistic possibility, I will participate in more self-care. I'm planning on being a nurse until I retire, so I also need to make sure I'm looking out for myself and notice early signs of burnout and when I need to take a break.