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**Question:** Are nurses who work in a Magnet certified hospitals compared to those who do not have the Magnet certification at greater risk for job dissatisfaction and burnout?

**Summary:** A Magnet accredited hospital is an award in which it showcases a healthcare facility that is shown to have the very best nursing standards as well as an exceptional work environment for nurses (Abramson, 2017). Along having the title of a Magnet accredited hospital there are many benefits that come along with this awarded status. According to the American Nurses Credentialing Center (ANCC), some of the benefits for nurses are higher levels of job satisfaction, having a strong supportive environment with constant encouragement, and are shown to have lower turnover rates. The job satisfaction and the lower turnover rate may be because Magnet hospitals have been shown to have better working environments, a more highly educated nursing workforce, a superior nurse-to-patient staffing ratios and are shown to have a higher job satisfaction rate than those who work in a non-accredited Magnet hospital. Abramson, 2017). Along with nurses' patients who receive care at a Magnet accredited hospital will also receive exceptional nursing care. With the high quality of care in magnet hospitals it has been shown that the rates of pressure ulcers, patient falls, patient mortality and hospital acquired infections were lower than those hospitals who are not accredited (Rodriguez-Garcia, 2020).

**Conclusion:** There's plenty of evidence-based studies and journals who all conclude that magnet certified hospitals are associated with lower job dissatisfaction and lower rates of burnout among nurses. One study shows that "Nurses in Magnet hospitals were 18% less likely to be dissatisfied and 13% less likely to have levels of burnout" (Kelly, 2011). Hospitals who are awarded with

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the title “Magnet hospital” is an honor. Nurses will be able to deliver higher standards of care, will have the opportunity to learn and teach, and will have an overall excellence in nursing staff.

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