Outcomes of Nurse Residency Programs: A Literature Review

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Outcomes of Nurse Residency Programs: A Literature Review

According to Miller et al. (2023), a nurse residency program is a curriculum for new graduate nurses that includes traditional education and specialty-specific training to assist new nurses in transitioning into independent nursing practice. Munday (2023) explains that nurse residency programs offer various benefits to nurse residents, including enhanced clinical judgment, improved communication skills, increased job satisfaction, and reduced errors. Additionally, nurse residency programs are relatively new – in 2010, the Institute of Medicine included widespread nurse residency program implementation in their recommendations for changing and advancing health (Asber, 2019). Nurse residency programs play a new, vital role for new graduate nurses transitioning into practice.

Houser (2023) explains that the literature review is an essential part of the research process and provides an overview of current information regarding a specific topic and identifies gaps in knowledge. As nurse residency programs continue increasing in popularity among new graduate nurses and as more health systems implement nurse residency programs, it is crucial to analyze these programs and allow for continuous quality improvement. This literature review aims to review the results of three nurse residency programs and compare study conclusions to expected outcomes.

Transition Into Practice: Outcomes of a Nurse Residency Program

The first article of this literature review is by Miller et al. (2023) and is in the peer-reviewed Journal of Continuing Education in Nursing. In the study, Miller et al. (2023) examined the three-year outcomes of a nurse residency program among one hundred and six new graduate nurses. The study utilized an intervention group of nurses in the nurse residency program and a control group of nurses completing a traditional nurse orientation (Miller et al., 2023). According

to Miller et al. (2023), the study analyzed statistics, including retention rates, job satisfaction, and the Casey-Fink Readiness for Practice survey. The study results indicated that the nurse residency program improved retention, job satisfaction, and readiness for nursing practice (Miller et al., 2023). This article provides evidence for the efficacy of nurse residency programs.

Key Points

The article by Miller et al. (2023) included various key points. The overall purpose of the study was to examine the impact of a nurse residency program on retention, job satisfaction, and readiness for nursing practice (Miller et al., 2023). Miller et al. (2023) described the research method as quasi-experimental (p. 33). According to Houser (2023), quasi-experimental studies examine cause and effect but use convenience sampling or pre-existing groups instead of random assignment. According to Miller et al. (2023), the study population consisted of one hundred and six new graduate nurses hired between July 2016 and February 2018. Over the analysis period, the intervention group consisted of seventy-seven new graduate nurses participating in the nurse residency program and twenty-nine new graduate nurses participating in the traditional nurse orientation (Miller et al., 2023).

According to Miller et al. (2023), the data collection tools used included the Casey-Fink Readiness for Practice Survey, the Casey-Fink Nurse Retention Survey, a nurse job satisfaction survey, and nurse turnover and retention statistics. Miller et al. (2023) explain that the three survey tools used numerical scales to determine readiness for nursing practice, retention, and job satisfaction. Completion of surveys and statistics happened at regular intervals depending on the survey. According to Miller et al. (2023), the Casey-Fink Readiness for Practice Survey was completed at baseline, six weeks, three months, and twelve months. The Casey-Fink Nurse Retention Survey collection occurred at six months and twelve months, and the nurse job

satisfaction survey was completed at three months, six months, and twelve months (Miller et al., 2023). After collection, the research group calculated mean scores for each survey, and study group differences were determined using the Pearson X2 test (Miller et al., 2023). Miller et al. (2023) also calculated *p-values* for the research data and determined *p-values* less than 0.05 as significant.

Analysis of the survey results indicated significant differences between the intervention and control groups (Miller et al., 2023). The Casey-Fink Readiness for Practice Survey analysis yielded a *p-value* of less than 0.0001 for nurse residents, indicating significantly improved readiness for practice. According to Miller et al. (2023), the Casey-Fink Nurse Retention Survey yielded a *p-value* of 0.044, indicating a significantly increased likelihood for nurse residents to stay at their current job. The nurse job satisfaction survey yielded a twelve-month *p-value* of 0.028, indicating significantly higher job satisfaction among nurse residents (Miller et al., 2023). According to Miller et al. (2023), two-year retention rates for nurse residents were 68.18% for the 2016 cohort, 84.31% for the 2017 cohort, and 86.76% for the 2018 cohort (p. 37). These results indicate significant improvements in readiness for practice, retention perceptions, and job satisfaction among nurse residents (Miller et al., 2023).

Assumptions

After analyzing the study results, Miller et al. (2023) provide multiple assumptions. The largest and most significant assumption is that the nurse residency program provides significantly better outcomes for new graduate nurses than traditional nurse orientation (Miller et al., 2023). The statistically significant results of the survey data collected in the study support this assumption. Another assumption made by Miller et al. (2023) is that when given the option of a nurse residency program, new graduate nurses are more inclined to complete residency than

a standard orientation program. The size of the intervention and control groups, which included seventy-seven new graduate nurses who chose to participate in the nurse residency and twenty-nine new graduate nurses who elected the traditional nurse orientation, supports this assumption (Miller et al., 2023).

Deficit/Conclusion

The study results of Miller et al. (2023) support the conclusion that nurse residency programs provide improved outcomes for new graduate nurses. Miller et al. (2023) are transparent in their study criteria, methods, analysis, and results and provide clear rationales for study results. The article's implications by Miller et al. (2023) are significantly impactful to the nursing field by providing a basis for more healthcare organizations and facilities to implement nurse residency programs for new graduate nurses. Implications for not accepting the efficacy of nurse residency programs would include decreased readiness for nursing practice, job satisfaction, and retention rates for new graduate nurses and the institutions that employ them. Healthcare organizations must understand the importance of nurse residency programs and make strides toward implementing residency programs in their facilities.

First Year Outcomes: Program Evaluation of a Statewide Nurse Residency Program

Here add in a summary of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Be sure to cover all aspects within the rubric. Be sure to use double space and to tab over for your first line of a new paragraph.

Key Points

Paragraph goes here discussing the assumptions of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

Assumptions

Paragraph goes here discussing the assumptions of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

Deficit/Conclusion

Paragraph goes here discussing the conclusion of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Do you accept the authors' line of reasoning? What are the implications for this article? If nursing fails to accept this line of reasoning, what would the implications be?

A 1-Year Accredited Nurse Residency Program's Effect on Intent to Leave

Here add in a summary of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Be sure to cover all aspects within the rubric. Be sure to use double space and to tab over for your first line of a new paragraph.

Key Points

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Assumptions

Paragraph goes here discussing the assumptions of the article. Follow the MEAL paragraph formatting and use Grammarly.com.

Deficit/Conclusion

Paragraph goes here discussing the conclusion of the article. Follow the MEAL paragraph formatting and use Grammarly.com. Do you accept the authors' line of reasoning? What are the implications for this article? If nursing fails to accept this line of reasoning, what would the implications be?

Conclusion

Write a conclusion here in your overall paper. Follow the MEAL paragraph formatting and use Grammarly.com. Provide a summary/conclusion of the analysis of all three articles. Discuss how the information can improve:

- Patient outcomes
- Nursing practice
- Evidence-based practice/Quality Improvement efforts
- Healthcare as a whole

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