

NURSING GRAND ROUNDS IN THE MAIN OPERATING ROOM TO IMPROVE STAFF SATISFACTION

Samantha G. Marinelli, RN, DNP, MSN, BSN, CNOR

PRACTICE PROBLEM

- Operating Room (OR) staff dissatisfaction is related to increased surgical volume (SV), excessive work responsibilities, and a lack of work-life balance (Ren et al., 2024).
- OR nurses were the least satisfied with the highest turnover rates among nursing specialties (Lee et al., 2020).
- In the United States (US), it costs approximately \$100,000 and takes a year to precept an OR nurse (Lee et al., 2020).
- Annually, OR staff turnover costs hospitals between \$6.6 million and \$10.5 million (Palermo, 2022).
- Last year, the practicum site experienced a 30% increase in SV and a decline in staff satisfaction.

Project Aim: NGR aims to improve staff satisfaction by enhancing clinical knowledge, supporting growth and development, and improving interprofessional relationships.

PRACTICE QUESTION

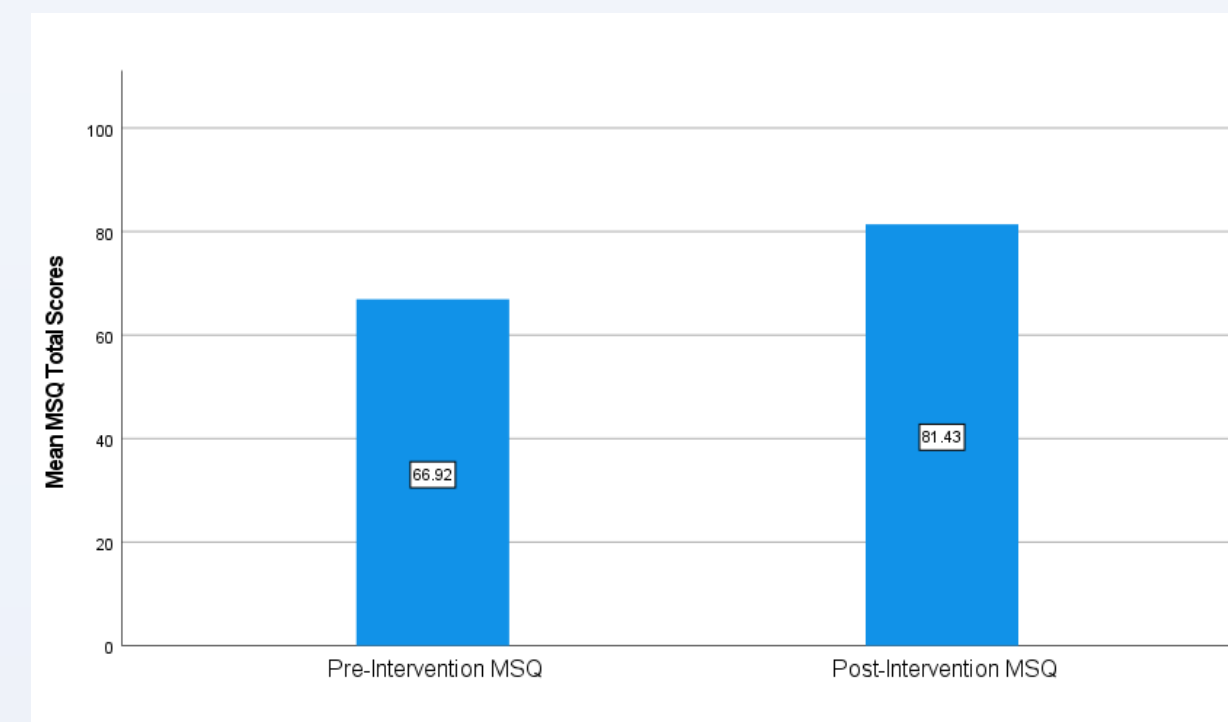
For main operating room nursing staff, does the implementation of nursing grand rounds, compared to current practice, impact staff satisfaction rates, over the course of 10 weeks?

METHODOLOGY

- Translational Science Model:** Knowledge to Action Theory
- Setting:** Main Operating Room at a Level II Trauma Center
- Population:** 22 Registered Nurses and Surgical Technologists
- Inclusion Criteria:** Full-time/Part-time Mid-shift staff with 1 year or more intra-operative experience
- Exclusion Criteria:** Per-diem, leave of absence, less than 1 year's experience
- Intervention:** Nursing Grand Rounds enhances clinical knowledge, presentation skills, and supports evidence-based practice (Palermo, 2022).
- Formative Evaluation:** Bi-weekly check-ins with the project manager, NGR group, and audience members.
- Summative Evaluation:** Pre/post Minnesota Satisfaction Questionnaire (MSQ) survey results
- Outcome:** Improve staff satisfaction
- Data Collection:** Anonymous pre- and post-implementation surveys
- Instrument:** MSQ (Weiss et., 1967)
- Data Analysis:** Paired sample *t*-test
- Timeframe:** Total implementation 10 weeks, including 8 weeks of the intervention (4/27/25-7/21/25)

RESULTS

- An independent paired sample *t*-test was used to analyze the MSQ surveys pre- and post-implementation
- The data analyzed were in interval form, the groups were dependent, collected anonymously, and pre- and post-project implementation surveys could not be matched.
- Nursing grand rounds improved staff satisfaction by 14.5% in 10 weeks.



- This chart demonstrates the increase in staff satisfaction pre- and post-project implementation.

IMPLICATIONS

- Nurses can enhance their clinical knowledge, which decreases patient adverse events and increases operating room efficiencies.
- NGR leads to multidisciplinary collaborations, improving patient outcomes and reducing healthcare costs.
- The perioperative department experiences an increase in staff retention, resulting in decreased overtime, burnout, and turnover rates.

CONCLUSIONS

- NGR improved staff satisfaction, engagement, and clinical learning opportunities over 10 weeks.

REFERENCES

- Lee, S., MacPhee, M., & Dahinten, V. (2020). Factors related to perioperative nurses' job satisfaction and intention to leave. *Japan Journal of Nursing Science*, 17(1). <https://doi.org/10.1111/jjns.12263>
- Palermo, K. (2024). Mentoring new graduate nurses to decrease turnover. *Journal of Christian Nursing*, 41(1), E10–E15. <https://doi.org/10.1097/cnj.0000000000001134>
- Ren, H., Li, P., Xue, Y., Xin, W., Yin, X., & Li, H. (2024). Global prevalence of nurse turnover rates: A meta-analysis of 21 studies from 14 countries. *Journal of Nursing Management*, 2024(1). <https://doi.org/10.1155/2024/5063998>
- Weiss, D. J., Dawis, R. V., England, G. W., & Lofquist, L. H. (1967). Minnesota Satisfaction Questionnaire--Short Form. *APA PsycNet Direct*. <https://doi.org/10.1037/t08880-000>