

# Improving PeriOperative Nursing Residency Student Retention: Identifying and Mitigating Determinants Causing Attrition in Nursing Residency Programs

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## Background

It is imperative for higher level nursing practice institutions to implement processes, develop interventions and provide resources to help with the early identification of at-risk nurse residency students and promote sustained financial growth and organizational success.

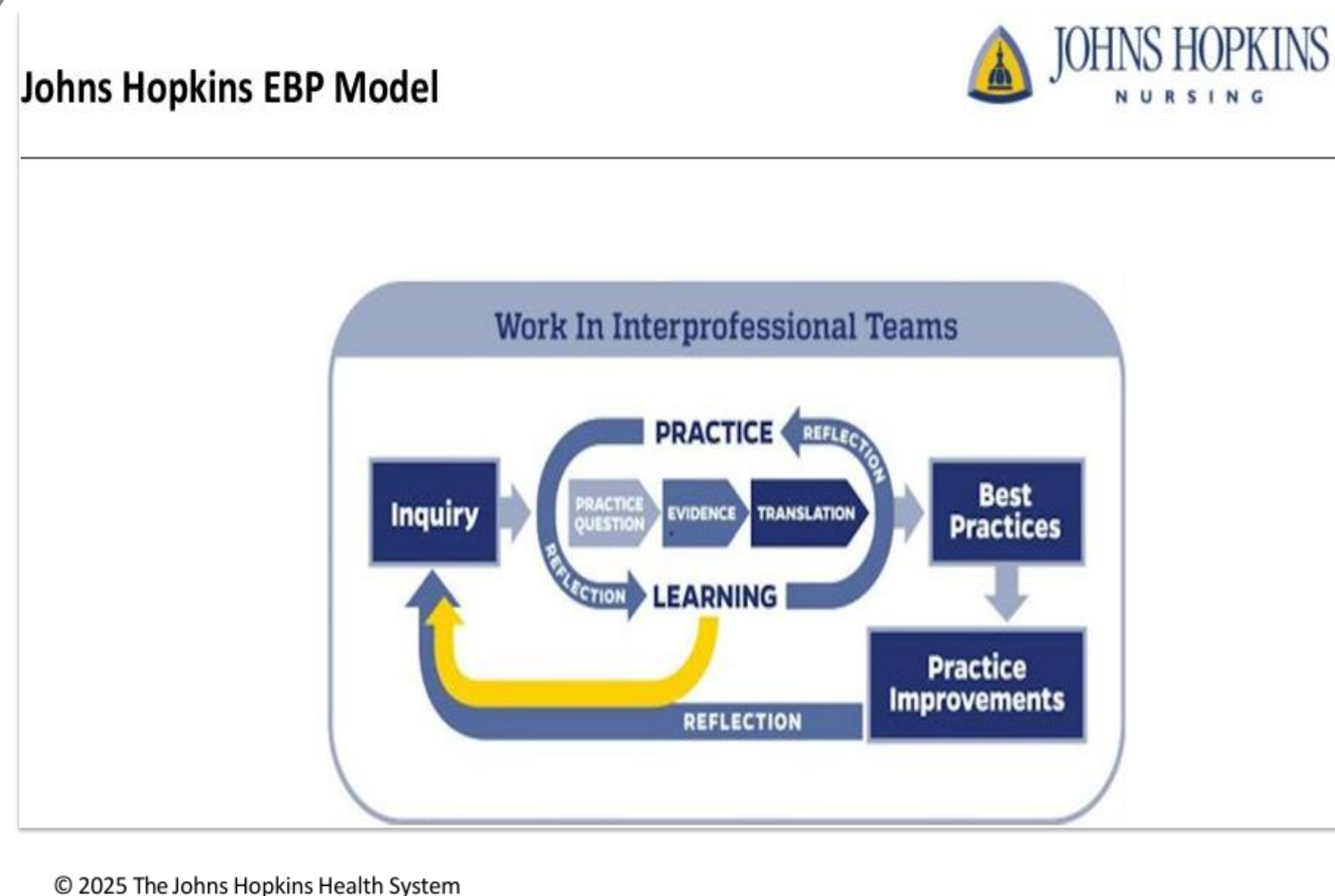
## Evidence for Problem

IOM's report recommended the formation of nurse residency programs to address high turnover rates and improve quality of care. It can cost up to \$120,000 to train a new perioperative nurse.

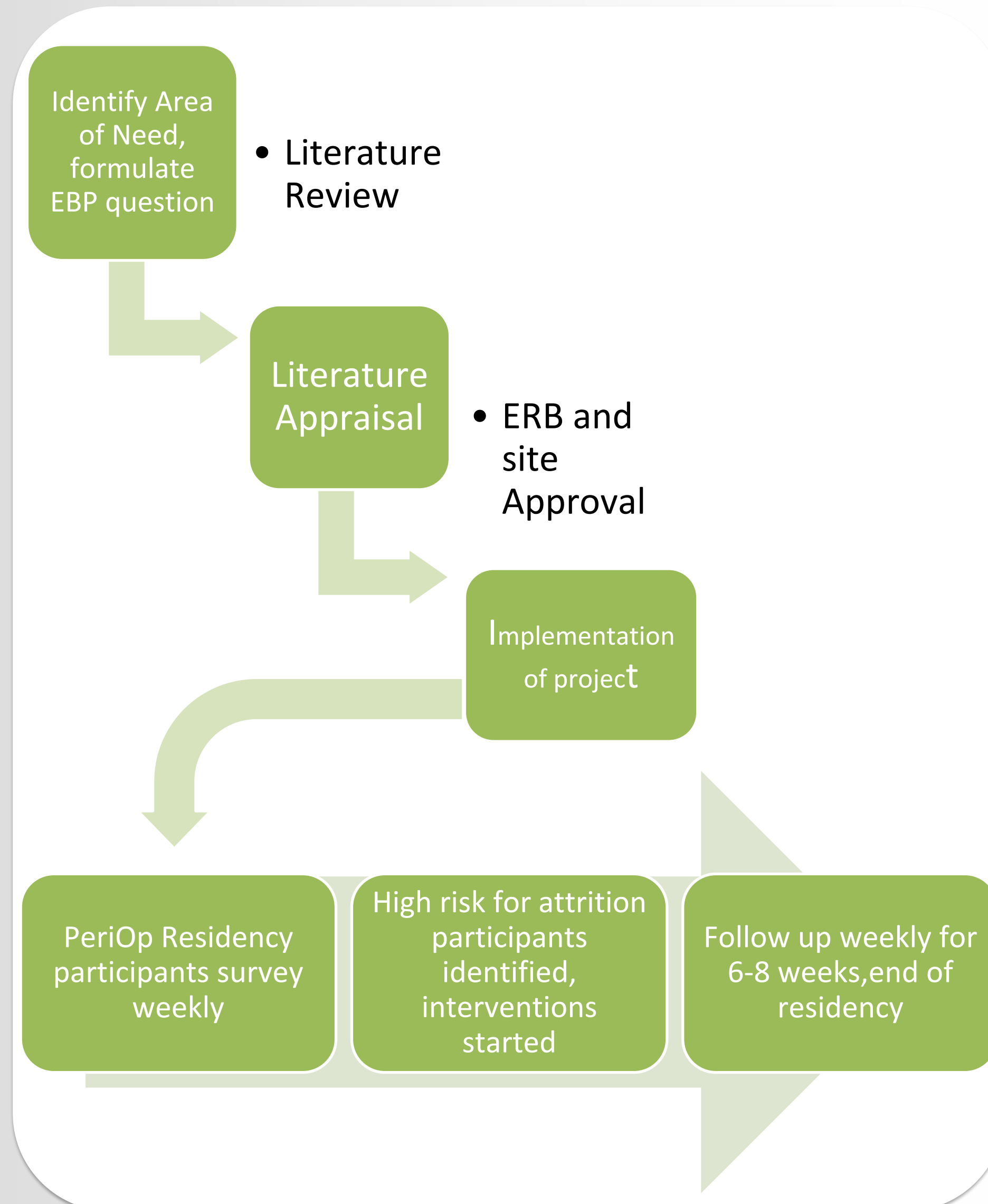
## Purpose

Systematically identify factors contributing to the risk of attrition among nurse residency students. Subsequently, the project will implement targeted interventions decreasing attrition rates.

## Framework/EBP Model



## Project Plan Process



## Survey/Tool

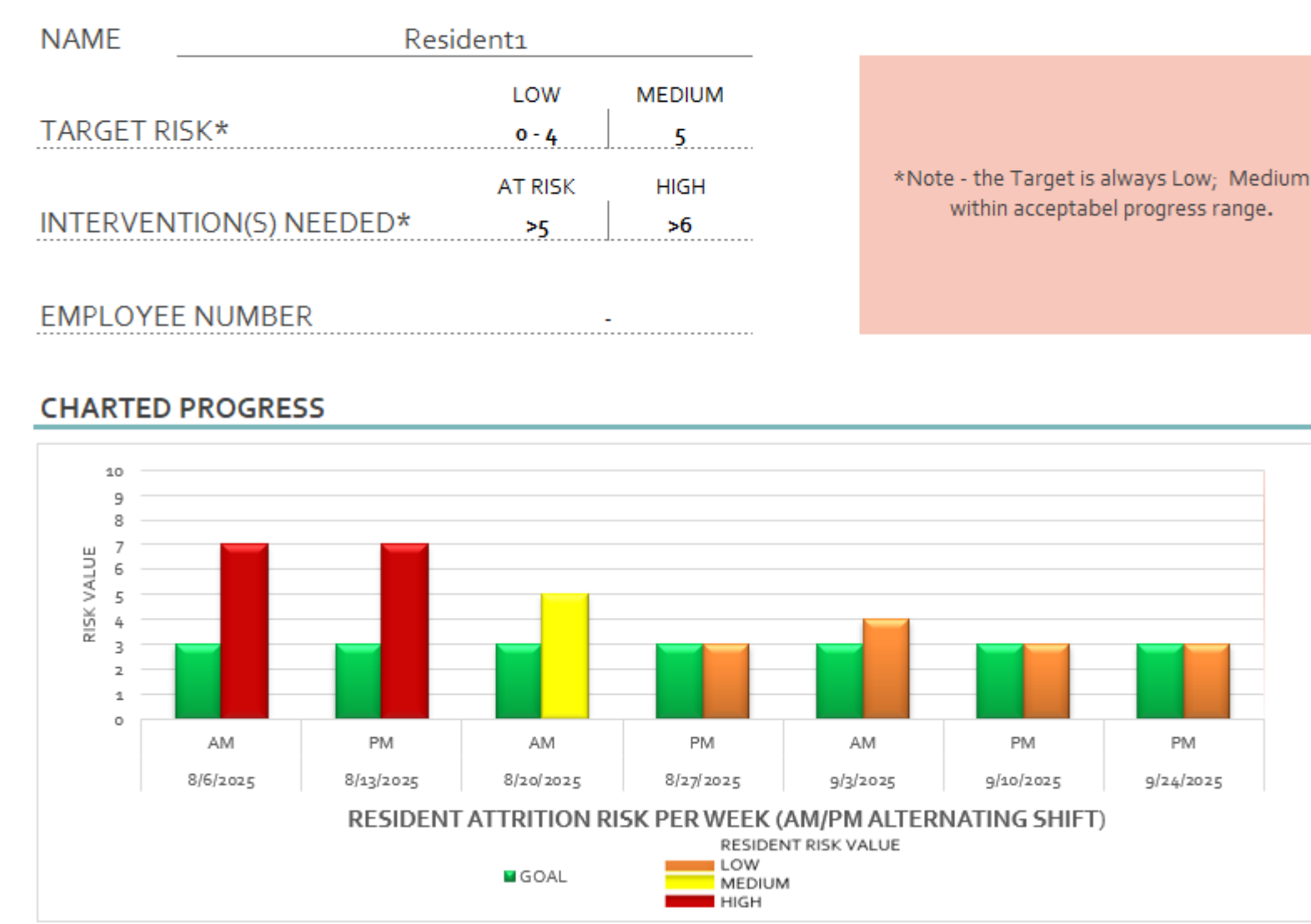
- Survey questions**
- Yes/No Questions
- Demographics
- Are you married?
  - Are you an only child?
  - Do you have children?
  - Are you under 25 years of age?
  - Have you worked for this company for more than 5 years?
- Variables (Scaled 0-5)
- Stress-
- Is your role clearly defined?
  - Do you feel you are provided with adequate resources to succeed in your role?
- Job content-
- Does your role seem redundant most days?
  - Is communication in your department targeted to your role and goals?
- External environment-
- Are there superior opportunities available to you outside of this company?
- Work and Job satisfaction-
- Do you feel satisfied with your role?
- Compensation-
- In comparison to other opportunities, do you think that you are compensated for your skillset?
- Leadership-
- Do you feel valued by management by what you contribute to the department?
  - Are you happy with your leadership?
- Co-workers-
- Do you feel a sense of comradery with your co-workers?
- Factors from Record (not part of the survey)**
- How many times has employee been late this time-period?
  - How many absences has the employee had this time-period?
  - Is the employee's performance low for this time-period?

Sources:

Griffeth, R. W., Hom, P. W., & Gaertner, S. (2000). A meta-analysis of antecedents and correlates of employee turnover: Update, moderator tests, and research implications for the next millennium. *Journal of management*, 26(3), 463-488.

## Dashboard

### ATTRITION RISK TRACKER



### DATA ENTRY

TIME	DATE	SHIFT	GOAL	RESID T VAL	RIS RAI	NOTES
10:00	2/3/2025	AM	3	7	7	Initial Total Risk - Intervention enrollment
18:00	2/10/2025	PM	3	7	7	Week 1 - Intervention start
10:30	2/17/2025	AM	3	5	5	Week 2 - Intervention continue
18:00	2/24/2025	PM	3	3	3	Week 3 - Intervention continue
9:00	3/3/2025	AM	3	4	4	Week 4 - Intervention continue
18:30	3/10/2025	PM	3	3	3	Week 5 - Intervention transition
18:00	3/24/2025	PM	3	3	3	Program follow-up
<b>Average</b>			<b>3</b>	<b>5</b>	<b>5</b>	

## Results

### Graduation Outcomes for Perioperative Nursing Residency Program



## Abstract



## Cost-Benefit Analysis

$$ROI = \frac{\text{Net effect on cost}}{\text{Cost of Implementation}} \times 100 = \frac{480,000}{1,276,506} \times 100 = 0.3760\%$$

**ROI = ≈38%**

## Implications for Clinical Practice

Focusing on student retention within nursing programs through identification of high-risk factors, we can mitigate the ongoing nursing shortages that threaten our healthcare systems and mitigate financial loss.

## Conclusions

By providing tailored resources and support to high-risk Residents, we can enhance student success rates while fostering the financial stability and organizational effectiveness of nursing programs.