The Impact of Meaningful Recognition on Perception of Work Environment of Critical Care Nurses

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Abstract

Problem
The AACN’s Healthy Work Environment survey was administered to staff nurses in the intensive care unit at a large midwestern, metropolitan hospital. The results revealed that most did not feel as though they were receiving meaningful recognition in the workplace. Lack of recognition may lead to increased compassion fatigue, burnout, job dissatisfaction; which may lead to an increase in the turnover rate for the hospital. One strategy that has been suggested to decrease burnout is meaningful recognition.

Methods
This was an observational, descriptive, cohort design utilizing the AACN Healthy Work Environment instrument for assessing results before and after implementation of a meaningful recognition program. This program was implemented in the intensive care unit of a midwestern, metropolitan hospital over a 3-month period. Participants included 39 staff nurses (N=39). After implementation of the program, the survey was re-distributed. The results were compared both pre and post intervention. The turnover rates were also tracked throughout this process.

Results
The overall aggregate scores were lower on the post intervention survey. The post-intervention results for the meaningful recognition specific indicator were higher than those on the initial survey. These results were not found to be statistically significant. The turnover rates decreased during the 3-month study interval.

Implications
Despite not being statistically significant, it appears that the meaningful recognition program did increase nurse’s awareness of meaningful recognition in the workplace. The decrease in turnover rates was unrelated to the program implementation.

Defense of Dissertation Committee
Nancy Magnuson, DSN, APRN, PCNS, FNP-BC
Laura Kuensting, DNP, APRN, PCNS-BC, CPNP, CPEN
Ruth Petrov, MSN, RN, CCRN