

Background

Coping mechanisms have been shown to be associated with job satisfaction and the incidence of burnout symptoms. Job satisfaction among healthcare providers is an important issue as it affects turnover rates and staff retention. The retention of new graduate RNs (NGRNs) in the Operating Room (OR) Department from August 2020-August 2021 and August 2021-August 2022 was 59% and 73%, respectively.

The enculturation of Caring Science has been associated with reducing fatigue, improving work environment and job satisfaction. Cedars-Sinai OR Department created a NGRN workshop to provide coping strategies with the integration of Caring Science Caritas Process #1: to practice loving kindness with self and others.

Objectives

- To increase NGRNs' positive responses of their knowledge of the various coping strategies from 62% to 90% as measured by pre and post workshop questionnaires.
- To show above 80% positive responses about the efficacy of the workshop and recommendation of the workshop to others as measured by post workshop questionnaire.
- To improve retention from 73% to 85% by July 2023, as measured by the retention rate.

Materials and Methods

28 OR NGRNs participated in the initiative. During June – August 2022, a team comprised of unit nursing leaders and Nurse Professional Development Practitioners met weekly to discuss how Caring Science can be applied to NGRNs in the OR.

A Caring Science Coping Strategies Toolbox Workshop was created by the team and included two parts: 1) didactic portion teaching the principles and rationale of Caring Science and Caritas Processes with an emphasis on Lovingkindness, Compassion, and Mindfulness; and 2) practical application of gratitude, vulnerability, journaling, laughter and breathing exercises.

The NGRNs were surveyed pre and post workshop to evaluate its efficacy using an internally created survey.

Conclusions

The NGRNs' knowledge of the coping strategies increased from 62% to 96% post workshop (Fig 1). Subsequent data will be collected one- and two-months post workshop. 100% of the participants (strongly) agreed that the information of the workshop was useful and would recommend the workshop to others (Fig 2-3). Retention data will be collected one year post workshop.

The project outcomes will allow a deeper foundational level understanding of Caritas Process 1 which in turn increases satisfaction and retention. Due to the success of the workshop, it will be expanded to include OR staff of all levels.

Results

Figure 1_ OR NGRNs: I have good knowledge of the various coping strategies available to me.

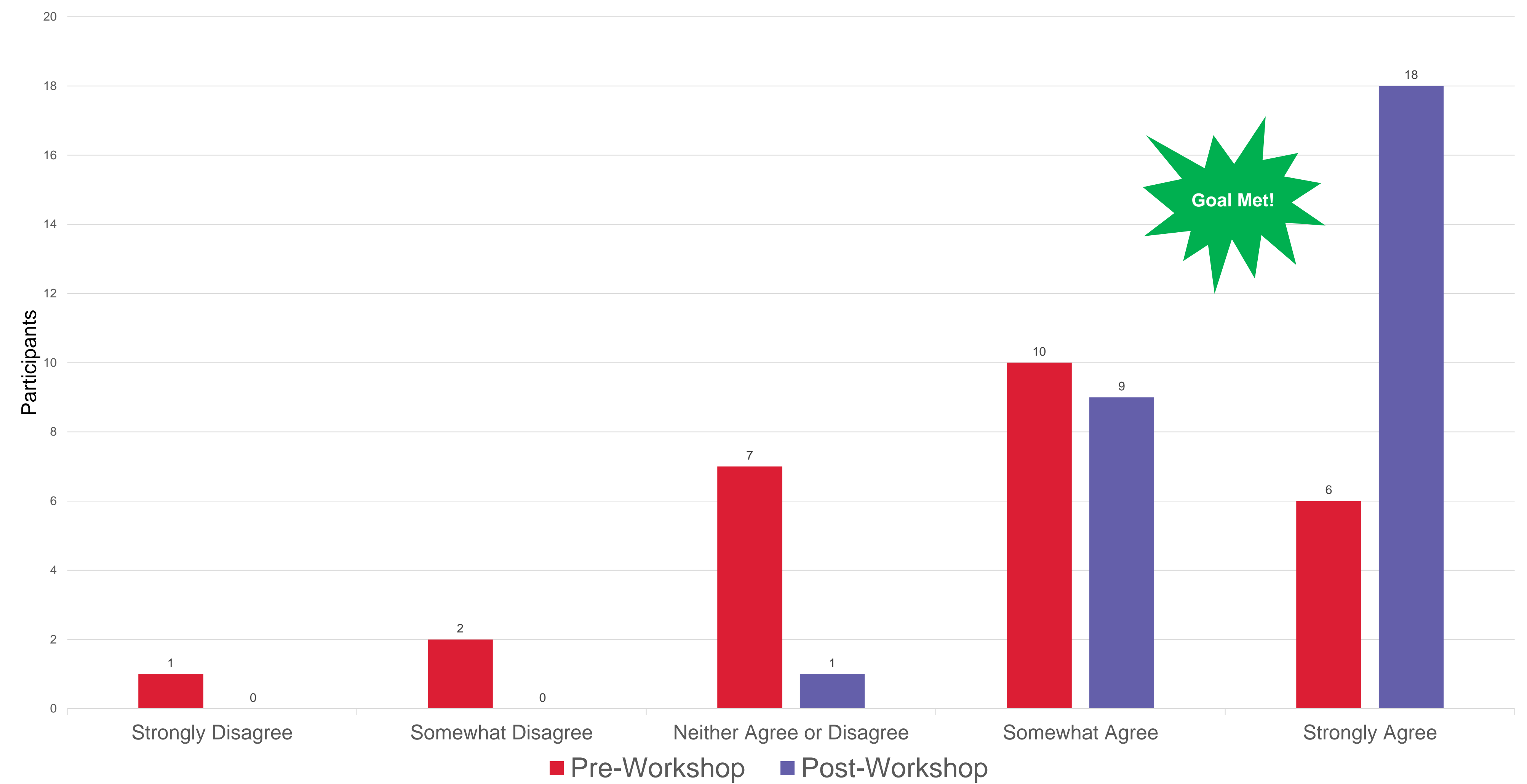


Figure 2_ OR NGRNs: The information of the workshop was useful to me.

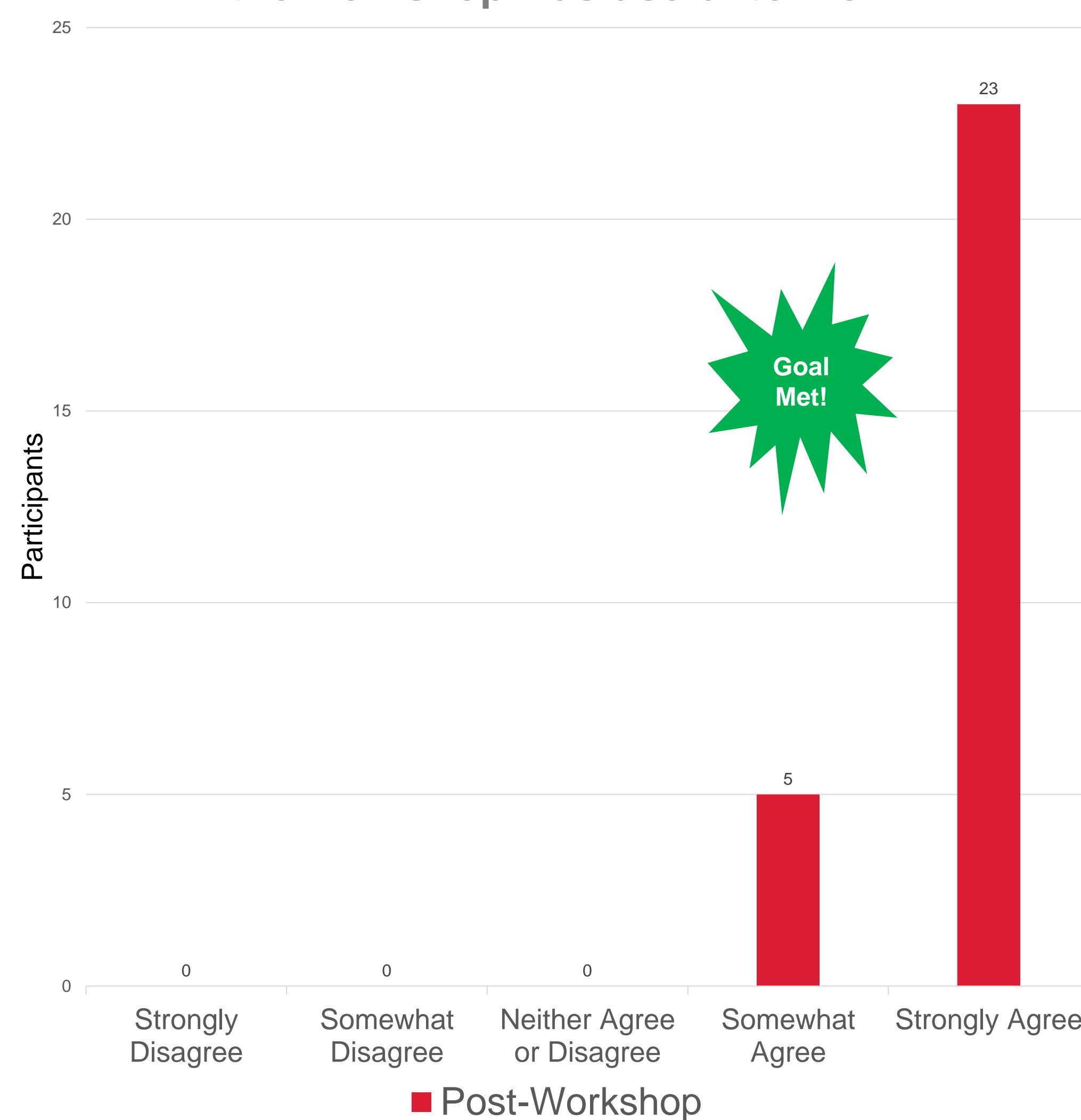


Figure 3_ OR NGRNs: I would recommend this workshop to others.

