

The Influence of Incivility, Workplace Sense of Belonging, and Structural Empowerment on Operating Room Nurses Turnover Intent

Andrea Dyer MSN, RN, CNOR; Patricia Dwyer PhD, RN

Background and Significance

- Instability in the nursing workforce related to increasing nurse turnover has a detrimental impact on healthcare organizations and patient outcomes.
- Job turnover in the operating room (OR) nursing subspecialty is particularly concerning because OR nurses are challenging to recruit, and the orientation is extensive.
- Although research suggests that individual nurse characteristics, workplace interpersonal relationships, and empowering work environments influence nurse turnover intent, no studies have explored factors associated with OR nurse turnover intent.

Purpose

- The purpose of this study is to describe nurse turnover intention and explore the association between incivility, workplace sense of belonging, and structural empowerment in a nationwide sample of OR nurses.

Specific Aims

1. Calculate the percentage of OR nurses who reported turnover intent.
2. Explore to what extent incivility, workplace sense of belonging and structural empowerment predict turnover intent in OR nurses.

Theoretical Model

- Social ecological theory proposes that individual experiences are influenced by surrounding environmental levels (Stokols, 1996).
- The theory provides an understanding of the relationship between environmental levels and influence of multiple levels on human experience.
- Five environmental levels influence behavior: Intrapersonal, Interpersonal, Organizational, Community, and Policy (Figure 1).
- This research study will focus on the first three: Intrapersonal, Interpersonal and Organizational level factors.



Figure 1. Social Ecological Model

Methods

Study Design

- The proposed study will use a cross-sectional predictive correlational survey design.

Sample

- Registered nurses working in perioperative services.

Inclusion criteria:

- Registered nurses who provide direct patient care in an inpatient or outpatient OR setting in the United States
- Registered nurses who have worked at their current job for a minimum duration of six months, and work ≥ 24 hours per week.

Exclusion criteria:

- Registered nurses who work per diem or as a travel nurse in an inpatient or outpatient OR setting in the United States, or whose primary role is in an OR nurse leadership/managerial position.

Data Collection

- Four validated survey instruments and a demographic questionnaire via electronic REDCap (Table 1)

Key Study Concepts

Incivility	• Low-level defiant social behavior intended to harm its target
Sense of Belonging	• Extent to which the individual feels personally accepted, respected, included and supported by others in the organizational environment
Structural Empowerment	• Nurses' access to opportunities to learn and grow, information, support and resources
Turnover Intent	• Degree to which nurses perceive they will voluntarily leave their current position



Validated Survey Instruments

Study Variable	Data Collection Instruments
Demographic Questionnaire	12-item questionnaire to collect demographic data
Incivility	The Workplace Incivility Scale (WIS)
Workplace Sense of Belonging	Psychological Sense of Organizational Membership Scale (PSOM)
Structural Empowerment	Conditions for Workplace Effectiveness Questionnaire II (CWEQ-II)
Turnover Intent	Anticipated Turnover Scale (ATS)

Table 1. Study Variables and Associated Data Collection Instruments

Implications for Perioperative Nursing

- Nurse turnover is a significant concern because of its financial burden on organizations and its impact on nurse well-being and clinical excellence.
- Perioperative nursing is a unique subspecialty essential to delivering quality care during operative procedures.
- Currently, there is a nationwide shortage of experienced OR nurses, and it is notably difficult to fill these vacancies.
- This study would be the first to describe the turnover intention of OR nurses and explore factors that influence their turnover.
- This study would be the first to describe the turnover intention of this invaluable nurse cohort and explore factors that influence their turnover.

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Please Consider Participating in the Study

Scan QR Code to Link to Research Information Sheet and Survey

