

Announcement of Capstone Presentation

Candidate:	Nancy B. Lerner
Date, Time, Place:	Tuesday, April 13, 2010, Room 390
Capstone Project Title:	Factors Which Influence Job Satisfaction in Nursing Assistants in Nursing Homes

Capstone Project Abstract: (You must type your abstract on this form in the space provided)

High turnover of nursing assistants in long term care facilities results in poor quality of care and decreased quality of life for nursing home residents. Turnover is related to job satisfaction and can be improved by improving job satisfaction.

The purpose of this project was first to explore the relationships between job satisfaction and factors known to affect job satisfaction in an existing data set of 556 nursing assistants from 12 Maryland nursing homes. The second purpose of the project was to develop a guideline and user friendly tool to assist Directors of Nursing in improving job satisfaction in their own facilities.

A multiple regression analysis was performed to identify the relationship between job satisfaction and facility, age, gender, education, years of experience, self-esteem, self-efficacy and outcome expectations for performance of restorative care activities, and observed performance of restorative activities. A step wise approach was used. Three variables entered the model, accounting for 7.1% of the variance in job satisfaction. The variables positively associated with job satisfaction were length of experience as a nursing assistant and performance of exemplary nursing care demonstrated through performance of restorative care. Self esteem was negatively associated with job satisfaction. The remaining variables did not enter the model.

An evidence based guideline for evaluating and improving job satisfaction and reducing turnover in nursing assistance was developed based on the study results and existing literature. Strategies for improving job satisfaction which were proven to be effective were included. A three step, checklist tool was developed from the guideline to assist administrative staff in the evaluation and improvement of job satisfaction and turnover in their facility.

Enhancing job satisfaction and reducing turnover is a problem with multiple causes and multiple potential solutions. For Directors of Nursing, shifting through the potential interventions can be daunting. The guideline and tool can assist in addressing and resolving job satisfaction problems and, through more satisfied nursing assistants, improve quality of care and quality of life for long term care residents.

Capstone Chair (name & title):	<u>Barbara Resnick, PhD, RN, FAAN,CRNP</u>
Capstone Advisory Committee Members (names & titles):	
Member:	<u>Elizabeth Galik, PhD, RN, CRNP</u>
Member:	<u>Linda Flynn, PhD, RN</u>
Member:	

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