

Newly licensed RNs' Characteristics, Work Attitudes and Intentions to Work: A Critical Appraisal

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Abstract: The main purposes of this critique is to evaluate the relevance, design, results and conclusions, and to indicate weaknesses and strengths of the “Kovner, C. T., Brewer, C. S. Fairchild, S. Poornima, S. Kim, H. & Djukic, M. (2007). Newly licensed RNs' characteristics, work attitudes and intentions to work. *AJN*, 107(9). 58-65”. Critique will be guided through Polit and Beck guidelines 2012.

[Donnson R. (2015). Newly licensed RNs' Characteristics, Work Attitudes and Intentions to Work: A Critical Appraisal. *The Journal of MENA Sciences*, 1(1), 8-10]. <http://www.jomenas.org>. 2

Keywords: Critical Appraisal, Work Attitudes, Intentions, Work, Newly licensed RNs' Characteristics.

1. Title

The title of this study report first states the study population and then mentions the key variables that are characteristics, work attitudes and intentions to work. By reading the title, one will understand what the study report entails. This title was well constructed by the authors.

2. Abstract

The abstract of this article is divided into sub-sections, including; objective, methods, results, conclusions and keywords. The objective is stated clearly, which is to understand the characteristics and attitudes toward work of newly licensed RNs'. The methods are listed clearly, which include mailing surveys to 36 states and the districts of Columbia. This section provides the reader a clear understanding of how the author conducted the study. The results section highlights the findings from the study. The conclusions are listed along with possible solutions to increase retention. The abstract overall is clear and comprehensive.

3. Introduction

3.1. Statement of the Problem

Authors are given a good background description of what the problem is (new RN turnover) with supporting data. The problem that stated in the study was ambiguously and easy to identify in the first paragraph of the paper, and made a persuasive argument regarding its significance. The quantitative method is appropriate in determining the rate of turnover in the second year.

3.2 Hypothesis or Research Questions

The research questions are explicitly stated in the introduction. However, no hypotheses are mentioned.

There are three questions described in the study, two of them are worded clearly in the study, “how long newly licensed RNs stay in nursing positions? Or why they leave?” it seems to be more of a qualitative questions rather than quantitative. The third question, which is the estimation of turnover in the second year is stated clearly. This type of the question is consistent with the quantitative framework.

The questions are consistent with the literature review, but authors did not describe any theoretical or conceptual basis for their study.

3.3 Literature Review

The gap in the literature review is noted regarding national turnover rates for new RNs, which is a good reason to choose this topic as a research study (as mentioned in the article). Although there are many up to date studies provide a description of what was done regarding the hired of the newly licensed RNs and the factors that enhance or inhibit the continuity of the newly RNs in their job in the hospitals, based mainly on primary sources.

3.4 Conceptual / Theoretical Framework

The key concepts are not defined well; also, authors did not describe any theoretical or conceptual basis for their study.

4. Methods

4.1 Protection of Human Rights

The appropriate procedures used to safeguard participants were not explicitly listed; However, Participants' names were not utilized in the study, their names and mailing addresses will not be used in any personal way after the completion of the study, if someone found these methods inappropriate or did not wish to participate, they could simply not

return the survey. In addition, this study was not stated if it was subject to external review.

4.2 Research Design

The research design of this project appears to be adequate for the purpose of the research. Wave one is the only aspect of the study being analyzed in this report. The data was analyzed using a cross sectional, two-stage design, with a randomly selected sample of newly licensed RNs. Due to the fact that this study is ongoing and will follow the RNs into the next year, comparing the results will provide a good insight to nurse retention and turnover. The number of data collection points was appropriate. In addition, design minimized biases through controlling variables such as time and sampling randomization, it is not listed if blinding was used.

4.3 Population and Sample

The population and sample size are described in excessive detail; sample was described as newly licensed RNs located within 51 randomly selected Metropolitan Statistical Areas (MSAs) and nine rural areas in 35 states and the District of Columbia, for a total of 60 sites.

The sampling design used made, "sampling probabilities equal across the different sites". This is valuable because sampling too much in one area could have skewed the data. It seems that the authors have eliminated any biases in choosing the sample size. The sample size was significantly reduced from the original mailing list. 14,512 surveys were mailed and only 3,266 were eligible to be included in the study or returned the survey. It is not mentioned if power analysis was used.

4.4 Data Collection and Measurement

Conceptual definitions such as "Newly Licensed RNs" have been explained while operational definitions such as turnover, characteristics, work attitudes and intentions to work are not described nor do we know how these will be measured.

As long as the survey is well written and gives participants a chance to fully describe their feelings. However, I think if the researchers wanted to achieve more description, a better method of data collection would be interviews.

Survey reviewed for potential biases by a national advisory group, but its validity was not written, as well as it has high reliability (Cronbach alpha of 0.7 or higher), indicating reliability that was adequate to excellent.

4.5 Procedures

The intervention in this study was adequately describe and was properly implemented. The participants selected to participate in the study were mailed a copy of the survey. Those who did not respond, multiple mailings of the survey will be sent. Therefore, it seems as though most participants selected received the survey and it was properly implemented. It is not noted whether the staff that collected the data was appropriately trained.

5. Results

5.1 Data Analysis

Analysis undertaken to address with each research questions. In data analysis, the participants were described based on ethnic background, educational status, and work environment. On page 64, a full-page table describes, "Newly licensed RNs attitudes toward work." The following pages include tables entitled, "personal characteristics of all newly licensed RNs" and "work plans of working newly licensed RNs".

It seems as though the appropriate statistical methods were used to analyze the data. Each question was grouped into a sub-category of positive affectivity, family-work conflict... etc. Responses of subjects were measured on a 1-5 scale, one being strongly disagree or very dissatisfied and 5 being strongly agree. The mean response was measured and reported in the tables. This is a simple, appropriate and direct method of measuring the variables.

There is no chance for extraneous variables to interfere with the study because of the precise survey questions. In addition, the selection of participants helps to eliminate extraneous variables.

There is no room for type I or type II errors in this study. The method of data analysis is straightforward; there is no room for different interpretations on the part of the researcher. Percentages are fixed values as well as answering a survey on a 1-5 scale, the researcher cannot interpret an answer of a 5 as something other than a 5.

5.2 Findings

The findings were adequately summarized and presented in a good manner by using figures and tables in the study, these findings are reported in a way that could be used for meta-analysis.

6. Discussion

6.1 Interpretation of the Findings

In the discussion section, all of the findings from the study are discussed within the study framework (The reasons why new RNs may have high turnover rates is discussed in concordance with research findings).

The study limitations are listed at the bottom of page 68. Which include the self-reporting nature of the survey and the possibility of social response, also the interpretations was consistent with the result and with study limitations.

Sample size was large. Therefore, the findings can be generalized to all newly licensed RNs in the United States.

6.2 Implications / Recommendations

The researchers discussed the implications of the study for clinical practice and the implications was reasonable and complete.

7. Global Issues

7.1 Presentation

The report was organized well, especially in the results section. The charts used and other methods used to reveal the results were very clear and detailed. The introduction could have been worded less ambiguously.

Overall, the article is sufficiently detailed for critical analysis. The findings were displayed in such a way that the average practicing RN could read this section and gain a good understanding about what is being discussed. These findings are also useful to the nurse.

7.2 Researcher Credibility

I think that everyone read the article; he will think that researchers are expert. The use of statistical

methods, survey development and population sampling exhibit excellent thinking that comes with experience.

7.3 Summary Assessment

The findings of this study are valid and it could be most definitely help improve new RN retention. Many nurses left their jobs shortly after starting due to management and perceived lack of support. The increase in support of new RNs could save institutions thousands of dollars in training costs.

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References

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