What is the influence of Nurse Practitioners' autonomy and collaboration style with physician on their job satisfaction and skill utility?

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Abstract

Aims To explore the correlational relationship between role legitimacy, practice environment, advanced practice nursing, and individual outcomes of Nurse Practitioners (NP).

Background Previous researches have pointed to the empowerment of NPs so that they can help provide cost-effective, quality care. Attracting and maintaining an adequate number of NPs in the workforce is also of significant interest to health care providers as well as policy makers. Until now, few studies have specially focused on NPs' current practice in a nationwide range or have explored the factors affecting their work life outcomes.

Design A correlation research design was used with a secondary data set.

Methods Secondary data from the 2012 National Sample Survey of Nurse Practitioners (NPs) (HRSA, 2014) was analyzed. Based on Brown's framework of advanced practice nursing, we selected data variables per our study interests. We further split the data randomly into two samples, approximately 50% for each, to cross-validate the logistic model for the relationships among the characteristics of NPs' current practice. Sample weights are adopted to estimate the national scope of NPs' situations.

Results NPs who have more authority and collaborate with physicians as equals are more likely to have higher job satisfaction and make more use of the skills prepared for their advanced practice certification.

Conclusion Creating a better work environment, allowing more authority, and encouraging equal collaboration with physicians can ultimately improve the individual outcomes of NPs.



Biography

Zhijing Xu has her expertise in evaluation and passion in improving the development of APN in China. She has done a series of studies in evaluation, teaching and administration of APN.

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