Title: A Culture of Change: Examining the Relationships Between Critical Care Nurses' Perceptions of a Healthy Work Environment, and Intent to Transfer Following Health System Mergers

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Background and Significance: The June 2014 acquisition merger of an American Nurses Credentialing Center (ANCC) Magnet-accredited major urban academic institution, and an ANCC Magnet accredited suburban, community hospital in the Northeast United States, had a significant impact on the improved quality and availability of resources to the population it serves. The merger acquisition of the community hospital by the urban hospital created a one-hospital two-campus organization, with the urban hospital being the flagship hospital in the health system. In 2015, the nurses verbalized feeling even more dejected and devalued. It was observed where senior and mid-level unit nursing leadership dismissed staff nurses as they verbalized their concerns regarding inappropriate staffing levels, not having meaningful recognition, and not feeling valued.
Aims and Objectives: The aim of the project is to explore the factors that relate to critical care nurses' perceptions of a healthy work environment (HWE), and intent to transfer after two health system mergers. The specific objectives of the project are to assess the American Association of Critical Care Nurses six standards of a HWE, and explore factors that may have an impact on critical care nurses' intent to transfer.
Methodology: A descriptive correlational survey design used to explore factors related to critical care nurses' perception of a HWE and intent to transfer following two hospital mergers.
Outcome Measures: The HWE instrument utilized will identify the six essential standards to ensure a HWE; appropriate staffing, skilled communication, authentic leadership, meaningful recognition, nurse satisfaction, and availability of resources. The Anticipated Transfer Scale instrument focus on potential job turnover and intent to transfer among nurses in an acute care setting.
Nursing Implications: The intent of the project is to create awareness about the negative, unhealthy behaviors that may impact nursing units going through mergers.

Biography

Georgia D. Harrison has 25 years of nursing clinical practice. She has taught nursing students at a baccalaureate level in two Universities. She is currently a 2017 Doctor of Nursing practice candidate. She currently functions a a Clinical Nurse Educator for an academic Medical center in the Northeast United States, and has presented at National conferences.

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