



Article Review

Aim

- To explore generational differences in job satisfaction in order to develop effective retention strategies.

Method

- Satisfaction survey instrument using 31-items on a five-point scale returned from 6541 RNs from Ontario, Canada categorized as Baby Boomer, Generation X, or Generation Y.

Results

- In overall job satisfaction and five specific satisfaction components, Baby Boomers were significantly more satisfied than Generations X and Y.

Conclusion

- It is imperative to improve job satisfaction for younger generations of nurses.

Strategies

- Empowerment, increased educational and professional opportunities, self-scheduling.

(Wilson, Squires, Widger, Cranley, & Tourangeau, 2008)

Challenge

Why is a nursing shortage projected?

What caused the current economic crisis?

What should leaders and managers do?

References

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CHALLENGING NURSE LEADERS AND MANAGERS

The Nursing Shortage, Economic Crisis, and Generation Gaps

SIMPLIFIED



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The Nursing Shortage Simplified

The Problem

- Demographics. Demographics.

The Baby Boomer Generation

- 76 million Americans
- Born between 1946 and 1960
- As they retire and age, their chronic diseases will overwhelm the current health care system.
- Included in these retirees will be a large percentage of the currently working nurses and nurse educators.

The Solutions

- Retain older nurses
- Educate new nurses
- Prevent chronic diseases

(Wilson, Squires, Widger, Cranley, & Tourangeau, 2008)

The Economic Crisis Simplified

What Happened?

- The “irrational exuberance” of the late 1990’s dot.com stock bubble transformed into the housing bubble of the 2000’s.
- The bubble popped causing enormous losses for homeowners, banks, stockholders, corporations, and the government itself.

Effects on Healthcare

- Health care demand and projections have not changed.
- But money is gone in both the private and public health care sectors. Less jobs, less services.
- Older nurses cannot retire, so are delaying retirement.
- Less opportunities for younger nurses.

(Baker, 2009; Girion & Medina, 2009; Weber, 2009)

Generation Gaps Simplified

Tired Clichés:

- Nurses eat their young.
- Old people can’t use computers.
- Young people are slackers.

Strategies for All Cohorts

- Compensation for continual education
- Valuing and respecting all nurses

Strategies for Older Cohorts

- Compensation for precepting and mentoring
- Valuing and respecting experience

Strategies for Younger Cohorts

- Extended preceptorships and mentoring
- Fast-track entry and training to desired specialties

(Wilson, Squires, Widger, Cranley, & Tourangeau, 2008)