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Morale Wednesday

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Morale Wednesday

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Background and Significance

Many intrinsic and extrinsic factors lead to decreased nurse satisfaction and poor morale. Some reasons cited in the literature include organizational and unit culture, staff burnout, staff shortages, lack of support and appreciation, bullying, and lack of professional development and educational opportunities (Brooks, 2024). Nurses that are not satisfied at work are less engaged, less committed to the organization, and more likely to leave, resulting in costly turnover, further exacerbating the problem.

Current Practice

- Some floors have monthly potluck meals
- STARS cards for employee appreciation - not utilized regularly
- Inconsistent leader rounding

Population of Interest

Staff nurses in 2 rural hospitals on 3 separate units; ED at both hospitals and one Med/Surg unit at one hospital.

PICO(T) Question

Will the implementation of manager/ leader (CNL) rounding, intentional expressions of gratitude from peer to peer, instituting a “break buddy” and a staff snack sharing event once a week on Wednesdays increase staff nurse work satisfaction and unit morale?

Literature Search

- **Databases:** CINAHL, PubMed, Cochrane database, Professional associations, RRR
- **Search Terms:** “Nursing AND Nurse Satisfaction, Increased work satisfaction, improved satisfaction, appreciation, leader rounding, purposeful leader rounding, work breaks, regular breaks, and planned team events. Work breaks AND nurse satisfaction. Nursing satisfaction and team events and planned team events”

Hypothesis

- The addition of leader rounding every Wednesday, implementing a “break buddy” so staff can easily take breaks and lunch, starting an intentional expressions of gratitude board and having a snack sharing event every Wednesday on all shifts in each participating department will increase staff morale and staff satisfaction.

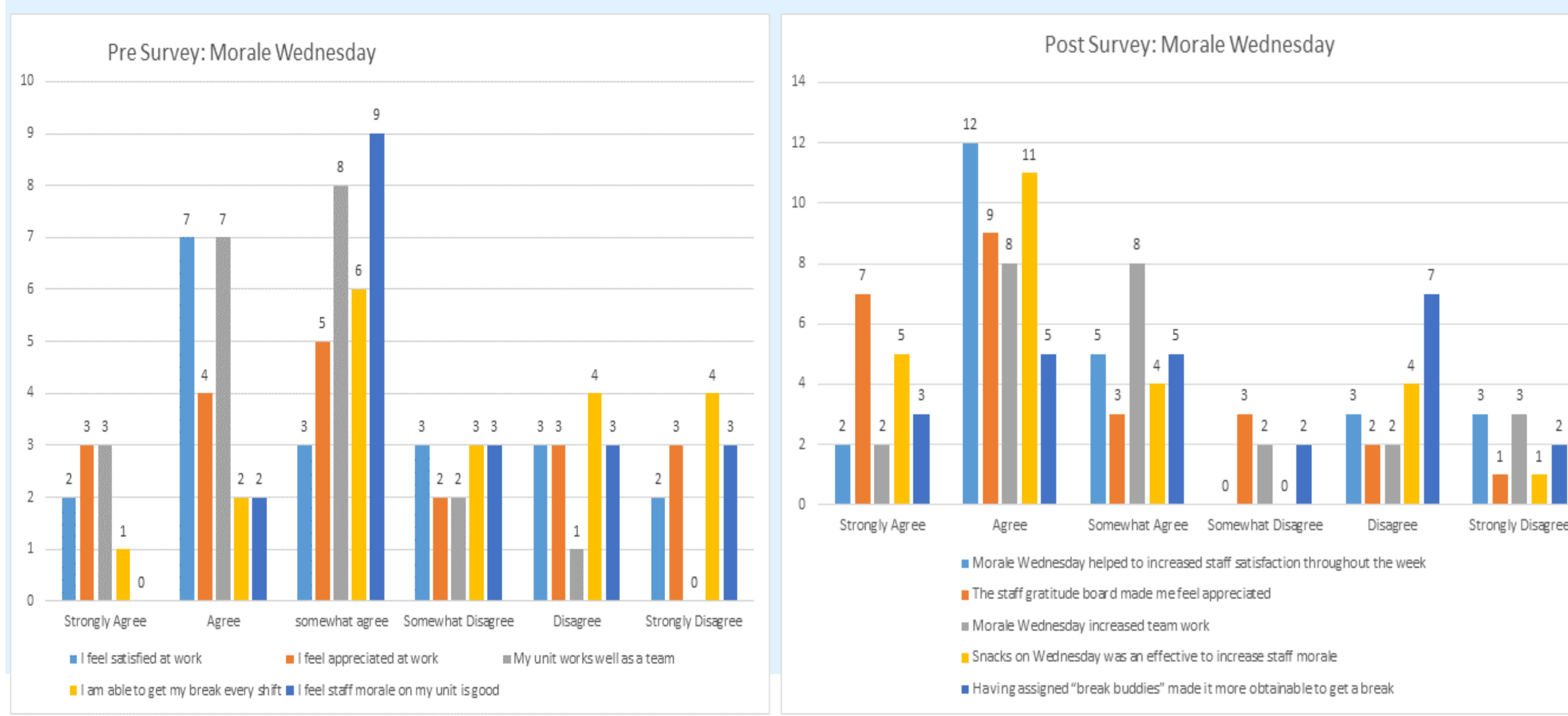
Literature Review

- Leader support and a supportive culture were found to be the most beneficial to improving nurse job satisfaction.
- Increased teamwork is effective in improving nurse job satisfaction.
- Improvements in communication help increase nurse job satisfaction.
- Improvements in staffing increase nurse morale.
- The ability to take uninterrupted breaks can increase nurse job satisfaction and morale.

Interventions

Take place every Wednesday over a 5-week period:

- The use of an assigned “break buddy” for breaks and lunches (to help facilitate the ability to obtain their break and lunch)
- Intentional expressions of gratitude from peer to peer (with the use a “staff gratitude board” to post them on)
- Every Wednesday staff will bring in a snack to share
- Manager or Clinical Leader rounding on Wednesdays if available



Methods

- Anonymous, 5 question pre-intervention survey related to staff morale, satisfaction, support and team work was distributed to 149 staff members on one med/surg unit and two ED's at two different hospitals.
- After the 5 weeks, an anonymous post-intervention survey distributed to same staff related to the first survey, including a spot to rate which intervention they perceived to have the most impact on morale and satisfaction. An additional question related to leader/CNL rounding was also added.
- Total of 20 pre-survey responses collected and 25 post survey responses collected.

Results

The leader rounding question was added to post survey independently and asked if rounding increased staff satisfaction and morale. Only 3 staff strongly agreed, 9 replied that they agreed, 5 somewhat agreed, 4 somewhat disagreed and 3 strongly disagreed. It is unclear if these answers are accurately reflected. The manager of the unit was on vacation and the unit had a high acuity and census during the intervention period demanding the clinical leaders attention. In addition, the intervention only took place once a week during the month of July.

- If project were repeated it would be beneficial to run longer or for more consistent and consecutive days in a row; perhaps everyday for a month.
- Of the 4 interventions added on Weds. during the month of July: with 11 votes, staff rated gratitude board had most impact on morale and staff satisfaction. Receiving 8 votes, sharing snacks every Weds. came in second. Manager/CNL rounding and assigning break buddies tied for third place each receiving 3 votes.



References