Title: Mentoring: Positively Influencing Job Satisfaction and Retention of New Hire Nurse Practitioners

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References:


**Abstract Summary:**
A mentoring experience can provide a positive environment, which can lead to increased job satisfaction, reduced turnover and improved retention and patient outcomes. Mentoring based on Watson’s Caring Model positively influences nurse practitioner (NP) job satisfaction.

**Learning Activity:**

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tr>
<td>The learner will be able to recognize the relationship of a mentor and job satisfaction.</td>
<td>Through survey results, learner will recognize relationship between mentor and job satisfaction which leads to a positive experience.</td>
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<tr>
<td>The learner will identify excellent qualities/characteristics of a mentor.</td>
<td>Through survey results, learner will distinguish what a mentee desires from an excellent mentor.</td>
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**Abstract Text:**

**Purpose:** To determine if mentoring based on Watson’s Caring Model positively influences nurse practitioner (NP) job satisfaction

**Design and Methods:** Non-experimental mixed methods utilizing an online survey, administered through Qualtrics. Demographic and mentoring variables were assessed. Job satisfaction results obtained from the Misener Nurse Practitioner Job Satisfaction Scale (MNPJSS). Also, open-ended questions regarding mentoring were reported. Analysis completed through Qualtrics, Excel, and the Statistical Package for the Social Science (SPSS) programs.

**Results:** There was a 54% response rate in which 37 of the 69 participants responded (n = 37), with statistical significance set at p<.05. The demographic section consisted of 17 questions, which defined the project sample. The mentor section consisted of 5 questions with subsets based on yes or no responses, including open text and questions specific to additional comments. The MNPJSS section is a 6-point Likert scale with 44 questions with higher scores indicative of higher levels of job satisfaction. All or 100% of participants reported the mentor experience/relationship positively influenced job satisfaction. Scores from the MNPJSS ranged from 141-246 with a mean of 195.26 (SD = 28.29) corresponding to "minimally satisfied" or a mean of 4.44 on the 6 point scale. These results are similar to MNPJSS with a mean of 4.39.
Conclusions: A mentoring experience can provide a positive environment, which can lead to increased job satisfaction. In turn, a higher level of satisfaction in the work environment can be associated with reduced turnover and improved retention and patient outcomes. Ultimately, a safer healthcare system will evolve and improve patient care and outcomes.

Implications for practice: Through Watson’s Caring Model, a reciprocal relationship between mentor and mentee can provide a new NP hire a sense of community and direct availability. By experiencing a mentor relationship, job satisfaction can improve, which is a key factor in retaining NPs. As E-mentoring is a newer topic in nursing literature, further research is needed. Further studies could also review and develop one-on-one mentoring programs. Identifying individual mentors with mentees and establishing a more formal ongoing relationship with formative and summative evaluation of the experience and reporting the results.