Model Specification SR Nursing Retention vs Turnover

* Recent SR with MA (1971 and onward and 12 countries); Turnover:
  + Leadership
  + Org commitment
  + Team relationships
* Workforce equity and wellness must be considered
  + BIPOC disparate work-related outcomes (higher turnover rates)
  + Limited assessment of systemic racism in health care work environment
* Utilized PRISMA
* Inclusion criteria:
  + Clinical nurses
  + 2010-2020
  + English
  + United States
* Exclusion
  + Solely focused on advanced practice RN or nonclinical roles
* Search
  + 477 records screened title and abstract level for inclusion
  + 107 met criteria for full text eligibility review
  + 34 studies included
* Mixed Methods Assessment Tool
* Studies
  + 10/34 in one hospital, 9/34 in hospital system, 6/34 hospitals across states
  + 15% included some form of intervention
  + Outcomes: turnover, retention, intent to leave, and intent to stay
* Turnover ranged from 0% to 40%
* Intent to Leave: 12-52% leave within one year
* Individual Level Factors;
  + Age/generation (unclear direction of impact!)
  + Graduate degree nurses more likely to leave (only one study)
  + Job satisfaction
  + Organizational commitment
  + Job embeddedness
* Unit Level Factors