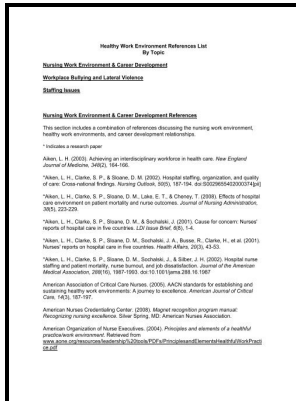


Magnet hospitals revisited - attraction and retention of professional nurses

American Nurses Association - Magnet Recognition Program®



Description: -

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Nurses -- psychology.
Job Satisfaction.
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Hospitals -- Public relations.
Hospitals -- Employees -- Recruiting.
Nurses -- Recruiting.
Magnet hospitals revisited - attraction and retention of professional nurses
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Notes: Includes bibliographical references and index.

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Magnet Hospitals Revisited: Attraction and Retention of Professional Nurses

Aiken and colleagues conducted an international study in five countries to compare nurse staffing, work environments, and patient outcomes. JONA, 31 5, 233-43. In addition, establishing an evidence-based practice approach may develop and enhance autonomy.

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Professionalism and the evolution of nursing as a discipline: A feminist perspective.

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Establishing strong structures and processes to enhance nurse autonomy and CONP provides for the engagement, inclusion, and ownership of nurses over their clinical practice, and thereby enhances the health of the work environment. One of the characteristics of a profession is that professionals have power over the practice of their discipline which is often referred to as professional autonomy. Profession of medicine: A study of the sociology of applied knowledge 2nd Ed.

Strategies for Enhancing Autonomy and Control Over Nursing Practice

Expertise is not the same as experience, nor can expertise be acquired on nursing units with high turnover. Strategies for Enhancing Control over Nursing Practice Most nurses practice as employees, and as a result must structure their work within imposed rules that have a profound effect on their practice.

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The continued lack of control over both the content and context of nursing work suggests that power remains an elusive attribute for many nurses.

Strategies for Enhancing Autonomy and Control Over Nursing Practice

In other words, nurses use the word autonomy to describe the freedom to make decisions about an individual patient, while sociologists use the word autonomy to describe the freedom of a profession, such as nursing, to make independent decisions about its body of knowledge and its work.

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Examining the history, science, impacts, and potential of the American experience with magnet hospitals, this book contains six chapters by nurses, scholars, and administrators.

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