

Engaged Employees are Retained Employees

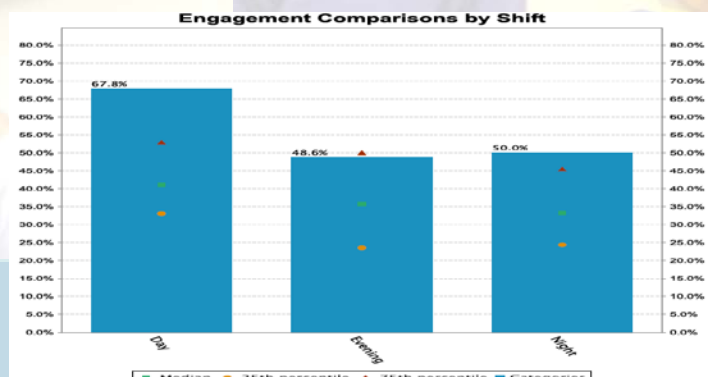
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Introduction

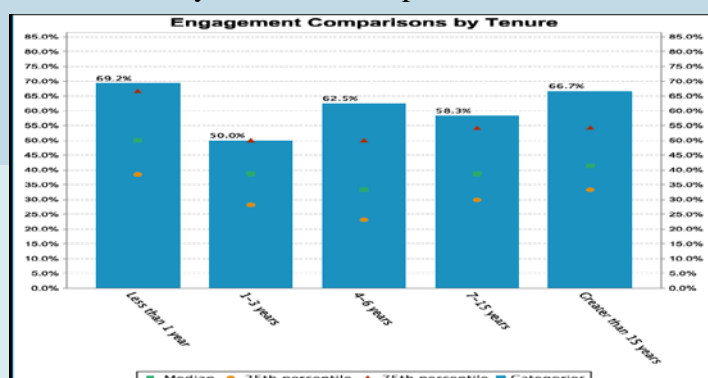
Employee engagement provides for a workplace setting that improves patient outcomes. To determine staff engagement an online anonymous survey was emailed to all nursing staff (RN, LPN, C.N.A, and Unit Secretary. The survey measured staff's opinions in baseline satisfier composites including: Communication, Professional Growth, Teamwork, Manager Effectiveness, Mission and Employee Support. We strive to improve in all areas annually. Staff that feel more engaged in decision making are more vested in quality improvement initiatives. The more staff engagement, the more diverse the decision making process and the higher the staff retention rates.

Results

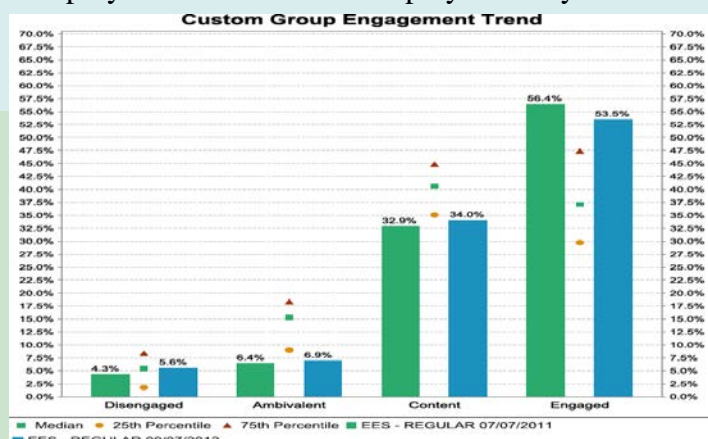
Conclusion



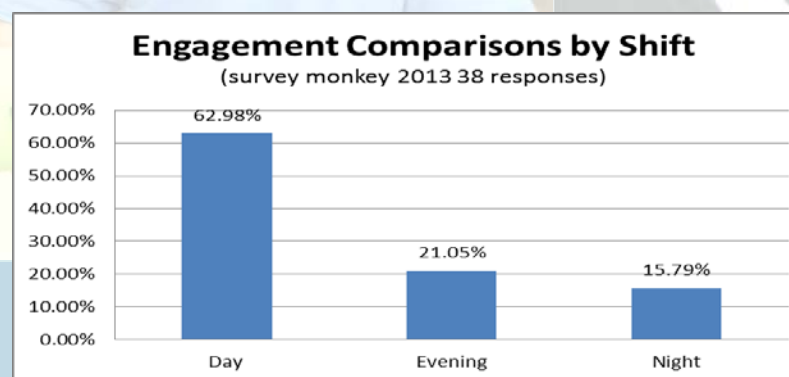
This graph shows the engagement comparison from 7-3, 3-11 and 11-7 shifts. RN, LPN, C.N.A and Unit Secretary. This provides us with the information and the ability to focus on improvements.



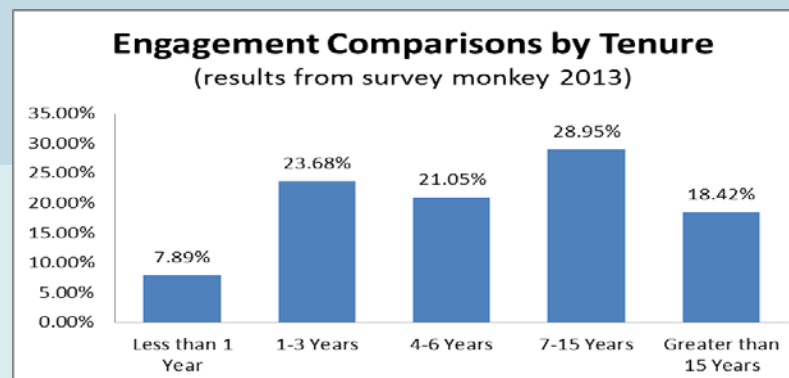
When we examine engagement as it relates to tenure, it is evident that we should focus on the employees that have been employed 1-3 years.



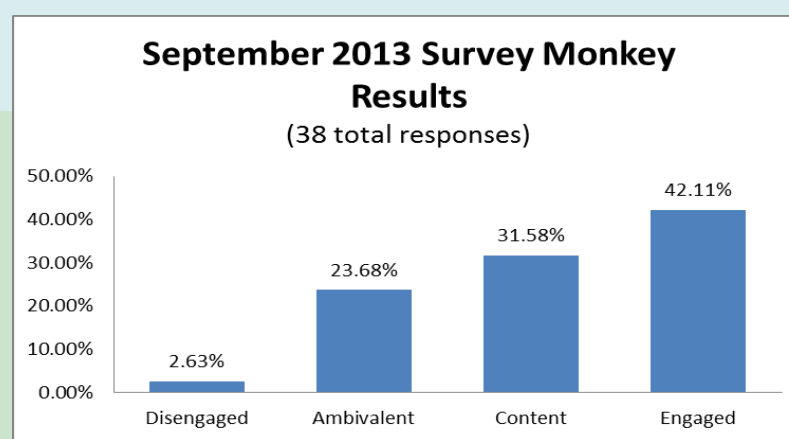
This chart compares the score of 2011 to the scores of 2012. This comparison shows a slight increase with the disengaged 4.3% vs 5.6%, which falls within the median. The engaged group decreased from 56.4% to 53.4%, well above the 75th percentile



The survey monkey results of September 2013, continues to show that the day shift employees feel more engaged than do the evening and night shift employees.



The survey monkey results of September 2013, shows a more diverse distribution of engaged employees.



The survey monkey results of September 2013, shows a significant decrease of employees who feel they are disengaged.

The Advisory Group's engagement survey is a tool that allows us to benchmark our results nationwide as well as identify the areas in which we excel and areas that we need to focus on for improvement. As the nursing profession becomes more diverse, we must be open to new ideas and innovations to make all staff feel engaged in their work place. Employee engagement supports a work environment that values professional growth and teamwork, two key elements in retaining the professional rehabilitation nurse. We continue to focus on the employees with less than 5 years tenure and the evening and night shift employees.

References:

The Advisory Group. Employee engagement initiative. Washington D.C.