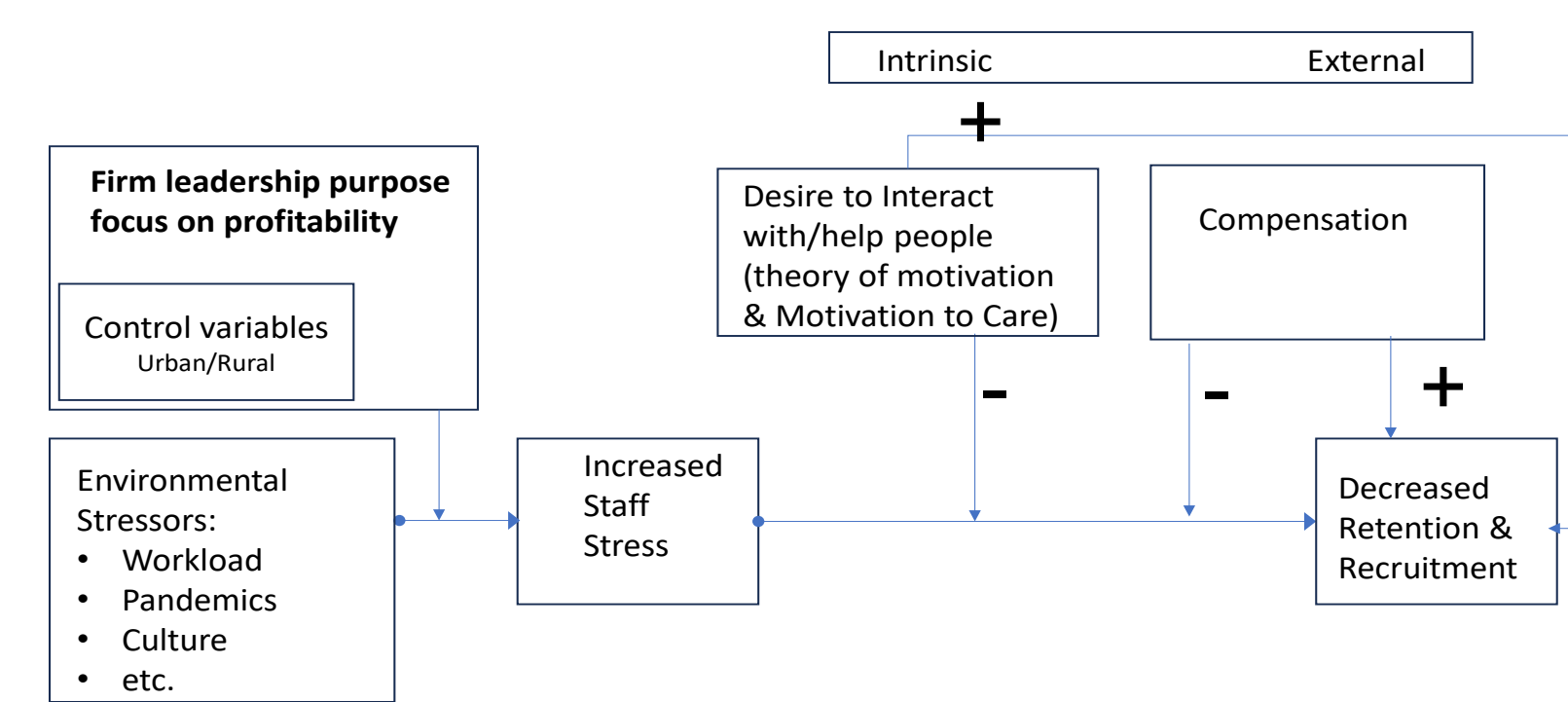


For Profit / Not-For-Profit :
Does Ownership Matter to Nurse Retention Intent and Willingness to Recommend the Profession?

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Introduction to question(s)

Nurse retention remains a critical healthcare issue. How is the problem effected by the profit



Preliminary Results and Conclusions

Are nurses' intentions to leave greater or lesser in for profit than not-for-profit organizations?

What leadership does matters more than ownership type!

The cost cutting emphasis in pursuit of profit is what conflicts with nurse's motivation to be in the profession.

Cost cutting emphasis and profit motive affects how nurses feel about their organization, not the profession.

Many nurses perceive that emphasis is also prominent in not-for-profit owned organizations.

Methodology

This is an empirical qualitative study obtaining information from bedside nurses that work in profit focused and not-for-profit community healthcare focused institutions. Data will be gathered over a three-month period from interviews with the target population

Are nurses more or less likely to recommend the profession if they are in for profit or not-for-profit organizations?

Nurses see the work as a calling over and above a mere profession!

Nurses indicate that they would recommend the profession to anyone that has the calling, regardless of the challenges.

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