



Nurse Commitment: How to Retain Professional Staff Nurses in a Multigenerational Workforce

Dr. April L. Jones Ph.D.

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Modern multigenerational nursing cohorts come with their own unique challenges, but they can also be leveraged to retain staff and increase organizational effectiveness. The key, according to organizational psychology practitioner Dr. April L. Jones, PhD, is to identify and work with each generation's unique values and work ethic.

Nurse Commitment is the result of an extensive six-year organizational psychology study, published in the January 2015 issue of the *Journal of Nurse Management* and as a doctoral dissertation in the December 2014 issue of *ProQuest*. After examining the affective commitment of registered nurses in the baby boomer generation, Jones realized their commitment could be utilized to retain nurses from different generational cohorts, creating cross-generational ties and a robust organizational employee-development program.

Retaining nurses is a major issue for health care organizations, resulting in unnecessary costs, poor work performance, and a loss of patient safety. Jones's comprehensive and holistic approach focuses on the importance of a team approach to multigenerational and multicultural nursing cohorts.

While tailored specifically to nursing, Jones's methodology, research, and content applies to staffing matrixes across the health care environment and in other industries. Discover the unique strength a cohesive multigenerational cohort brings to your organization's strategic retention plan and philosophy.

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