

“I’ll be there for you”: F.R.I.E.N.D.S and Spirituality May Impact Intent to Stay

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Background

- An estimated 100,000 RNs have left the profession post-pandemic
- Intent to Stay (ITS) is defined as employees’ conscious and deliberate willfulness to stay within an organization.
- It is closely related to turnover intention or intent to leave.
- ITS falters as:
 - job satisfaction decreases
 - formal workplace mentorship & positive workplace relationships are lacking
 - burnout abounds
 - organizational commitment waivers
- At a faith-based, national healthcare system, nurse leaders are engaged in discovering factors that contribute to registered nurse job satisfaction and ITS.

Purpose

- What factors are associated with ITS?
- The ultimate goal is to promote longevity among newly hired RNs by promoting healthy workplace environments.
- This project was deemed not human subjects research (STUDY2024000522) after IRB review.

Methods

- Secondary analysis of responses from 2022 parent study that asked: “I intend to practice in my current role for at least the next 12 months.”
- Variables transformed from a 7-point Likert scale to dichotomous variables
- Included responses to three standardized and validated measures:
 - Compassion satisfaction
 - Professional quality of life
 - Workplace stress
- Data analysis included descriptive statistics, chi-square, t-tests, logistic regression to assess variable associated with ITS

Results

	Frequency	Percent
Ethnicity		
Non-Hispanic	1151	79
Hispanic	320	22
Affiliation		
Christian	916	62
Non-Christian	557	38
State		
Alaska	136	9
California	508	34
Oregon	37	2
Texas/NM	182	12
Washington	476	32
Montana	192	13
Hospital Site		
Small	331	23
Large	1160	77
Service		
Less than 5 years	685	46
More than 5 years	788	53
Shift		
Day	1023	70
Not day	453	30
Hours		
PT	1096	74
FT	222	15
Population		
Adults	1343	91
Peds/Neonates	128	8
Religious, yes	808	55
Spiritual, yes	1177	80

Full dataset (n=1471) contained responses from caregivers, predominately RNs, working in a faith-based healthcare system.

Participants were predominately Non-Hispanic and Christian.

Most came from large facilities, worked the day shift full time caring for adult patients.

80% of respondents considered themselves to be spiritual.

Discussion

Caregivers were more likely to stay in their roles for the next 12 months if they:

- Had a coworker to talk to
- Felt spiritual
- Had high levels of compassion satisfaction
- Had low levels of stress

Healthy and supportive work environments whereby caregivers feel comfortable discussing traumatic and stressful events with co-workers and chaplains may influence ITS.

Implications for Practice

- Nurse leaders can invest in fostering healthy work environments
- Investing in chaplain programs may be associated with less burnout and stress among caregivers
- Consider adding chaplains to the healthcare team, especially to promote discussion following stressful and traumatic events

Acknowledgments

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Relationships Between Perceived Importance of Chaplain Presence and Health Professionals’ Emotional Well-Being in the United States

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Variable	Total		No ITS	ITS	Sig.
	Mean	SD	Mean	Mean	p
CS	39.22	6.8	35.92	39.68	<.001
BO	23.67	6.3	26.47	23.27	<.001
STS	23.13	6.9	25.76	22.76	<.001
PSS	6.06	3.2	6.78	5.96	.001

	B	SE	Sig.	Exp(B)	Lower CI	Upper CI
Co-workers	1.166	.232	<.001	3.210	2.036	5.061
Spiritual	.752	.220	<.001	2.121	1.379	3.263
CS	.049	.014	<.001	1.050	1.022	1.079
STS	-.033	.013	.015	.968	.943	.994

Having support from co-workers (3x) and a sense of spirituality (2x) during stressful events had greater odds of ITS.