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Night shift nursing education and effects on job satisfaction

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Statement of the Problem: Continuing nursing education, professional development and employer-required annual competencies is expected and often mandated to retain employment and/or licensure. These classes are rarely offered during the normal working hours of nearly half the direct care nurses. Attendance at these classes off their normal sleep cycle causes a disruption in their sleep pattern, anxiety, nervousness and a disruption in their circadian rhythm. Lack of availability of these classes during one's normal work hours can lead to decreased job satisfaction.

Methodology and Theoretical Orientation: This inductive cross-sectional critical action design used mixed methods to examine the effect of offering required education during night-time hours on job satisfaction. Voluntary involvement consisted of completing a pre-intervention Likert-scale job satisfaction survey, attendance at two facility-required courses conducted on the night shift and a post-intervention survey. Purposive sampling was utilized to gather nurses whose normal work hours were either evening or night shift. The intervention was attendance at a Basic Life Support Renewal course and a Surviving Sepsis competency review, which are commonly-required courses.

Conclusion and Significance: The post-intervention Likert-scale job satisfaction survey revealed that attendance at these courses offered during night-time hours did have a positive impact on job satisfaction of the night shift nurses with a confidence level of $p < 0.01$. It is recommended that the facility continue to offer required education during the normal work hours of the night shift. It is also strongly recommended to expand this education to other specialties and facilities.

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