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Nursing practice environment influences on retention and turnover intention: an umbrella review protocol

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ADMINISTRATIVE INFORMATION

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Review Stage at time of this submission - Preliminary searches.

Conflicts of interest - None declared.

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Amendments - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 09 November 2023 and was last updated on 09 November 2023.

INTRODUCTION

Review question / Objective The review question is: What characteristics of the nursing practice environment contribute to the retention, or turnover intention, of nurses in the hospital?

To formulate the research question was used the acronym PICO (population: nurses who develop their practice in hospital settings; intervention/phenomenon of interest: nursing practice environment; comparison: characteristics of the context/practice environment; outcome: retention or turnover intention).

The objective of this review is to identify systematic literature reviews that describe the characteristics of the nursing practice environment contributing to nurse retention or turnover intention in hospitals.

Rationale Currently, there is a global shortage of nurses, which has a negative impact on health institutions, mainly on the quality of care provided. The quality of nursing care depends on several factors, including the nursing practice environment, which has been stated as a fundamental element for the successful functioning of health systems. Scientific evidence shows that favorable practice environments contribute to nurse retention, and unfavorable environments increase nurses' turnover intention. Retaining nurses is essential to ensure the sustainability of healthcare organizations and the quality of nurse care. In the current scenario of shortage, this issue becomes even more significant, and this review aims to identify systematic literature reviews that describe the characteristics of the nursing practice environment that contribute to nurse retention or turnover intention in hospitals.

Condition being studied In the 21st century, providing quality healthcare has become a priority. To ensure the quality of nursing care, it is crucial to consider all the factors that affect working conditions. Among all the factors that contribute to the smooth functioning of healthcare systems, a favorable nursing environment is one of the most important. The nursing practice environment has a direct impact on the quality of nursing care, patient safety, patient satisfaction, effectiveness of care, recruitment and retention of nurses. In fact, studies have shown that improving the nursing practice environment can lead to a wide range of positive outcomes for healthcare organizations and patients alike. The available scientific evidence shows that favorable nursing practice environments are linked with lower negative outcomes, job dissatisfaction, and mortality rates. Given these findings, it's imperative that healthcare providers take steps to create and maintain an environment that fosters high-quality nursing practice.

The nursing practice environment can be defined as the organizational characteristics of a work context that either facilitate or constrain the professional nursing practice. Favorable nursing practice environments should have enough human and material resources to facilitate the effective participation of nurses in the internal governance of the organization. Evidence-based nursing practice should be encouraged to promote high-quality care, management, and leadership. Nurses should receive adequate support and foster quality relationships between the members of the multidisciplinary team, particularly between doctors and nurses.

When nursing practice contexts are unfavorable, major concerns can arise, such as increased turnover, since around 3.7 million nurses work in other countries due to unfavorable nursing practice contexts. Currently, there is a global shortage of nurses, and is predicted that there will be a shortage of 5.7 million nurses worldwide by 2030. Associate with this problem, the migration of nurses increases the disparities in the quality and supply of healthcare across the world. To mitigate the negative effects associated with this issue governments, employers, and regulators, should coordinate actions to promote the existence of a favorable nursing practice environment, contributing to the recruitment, development, retention, and motivation of nurses.

However, an unfavorable nursing practice environment is correlated with a higher prevalence of burnout, dissatisfaction, and turnover intention, especially for newly graduated nurses.

The COVID-19 pandemic has been a major disruptor in nurse retention and has contributed to

increased burnout and risks related to high turnover rates. Pre-pandemic nurse shortages, and resource constraints, have been exposed and amplified during this globally critical period. The consequences of the pandemic on health professionals, affect organizations, making it essential to promote a favorable nursing practice environment to reduce nurse turnover.

METHODS

Search strategy An umbrella review will be conducted following the Joanna Briggs Institute (JBI) methodology. A search with indexed terms will be performed in the following databases: JBI Database of Systematic Reviews and Implementation Reports, Cochrane Database of Systematic Review, Scopus, CINAHL, PROSPERO, INPLASY, and Medline. Two reviewers will identify, select, and extract studies. A third reviewer will resolve any disagreements.

Participant or population Nurses who develop their professional activity in hospital settings, being considered nurses with any level of academic training or time of professional experience.

Intervention The nursing practice environment and relate it to retention or turnover intention of nurses will be considered.

Comparator Characteristics of the nursing practice environments.

Study designs to be included Systematic reviews of the literature, with or without meta-analysis, systematic intervention reviews and systematic reviews with mixed methods will be included.

Eligibility criteria The following criteria should be considered for the inclusion of studies: explicit presentation of the research strategy, adequacy of the selected databases, and studies where an evaluation of the quality of the studies and their risk of bias was performed. Only studies in English, Spanish, and Portuguese languages will be selected, due to the absence of translation methods.

Information sources The search strategy developed aims to select systematic reviews that are published. To map the existing scientific evidence on the topic, a preliminary search was conducted in the following databases: JBI Database of Systematic Reviews and Implementation Reports, Cochrane Database of Systematic Review, and Scopus. The search

contributed to the definition of the search terms that will be part of the review.

After identifying the indexing terms and keywords, the search was conducted in the following databases: JBI Database of Systematic Reviews and Implementation Reports, Cochrane Database of Systematic Review, Scopus, CINAHL, PROSPERO, INPLASY and Medline. These databases were selected because they include studies in the scientific area of Nursing and systematic reviews.

Main outcome(s) 106 articles found through the search. Two independent reviewers will review all titles and abstracts based on predetermined inclusion criteria. If there is disagreement about the inclusion of a study, a third reviewer will be consulted. The reviewers may need to contact the authors for additional information to determine whether to include or exclude the study.

Quality assessment / Risk of bias analysis The evaluation of the studies and their methodological quality will be performed by two independent reviewers, using the JBI Critical Appraisal Checklist for Systematic Reviews and Research Synthesis. In case of disagreement, a third reviewer will be included. If necessary, the reviewers may contact the authors of the studies.

The selected checklist has 11 questions, which should be answered with "yes", "no" or "uncertain". The non-applicable option "NA" is also included in the instrument but is rarely applicable. For each question answered affirmatively, 1 point will be awarded, and a predefined score of 7, or higher, will be used to support the decision to include the studies. A score up to 3 will be considered of very low quality, a score between 4 and 6 will be of low quality, a score between 7 and 9 will be of moderate quality, and a score between 10 and 11 will be considered of high quality.

Strategy of data synthesis Data extraction will be methodically performed by two independent reviewers, using a data extraction form. The form selected for data extraction is the one recommended by the JBI - Data Extraction Form for Review for Systematic Reviews and Research Syntheses.

The data will be synthesized by two reviewers using a table that will have summarized information about the different studies (phenomenon of interest; methodology; authors; summary of results), and a visual indicator will be used in which green will be for factors that favor retention, and orange those that favor turnover intention.

Subgroup analysis Not applicable.

Sensitivity analysis Not applicable.

Country(ies) involved Portugal.

Keywords Hospitals; Nursing; Personnel Turnover; Systematic Review; Work Environment.

Contributions of each author

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