G1.3: International and US Educated Nurse Perceptions of the Work Environment and Nurse Outcomes

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Abstract:
Introduction: 230,000 of RNs licensed in the US receive the basic nursing education abroad and Florida ranks in the top 5 in utilization of International Nurse Graduates (INGs). The US Active recruitment of INGs has increased substantially to address the nursing shortage, but the impact of this surge is unknown. In this study the PI compared INGs and US educated nurses’ perceptions of the professional practice environment, and nurse outcomes (burnout and job satisfaction).

Method(s): Secondary cross-sectional analysis of data included self-report of country of basic nursing education. Nurses’ perception of the practice environment was measured by the Revised Nursing Work Index. Nurse outcomes were measure by Emotional Exhaustion subscale of the Maslach Burnout Inventory. Nurse satisfaction was measured by a single-item scale - How satisfied are you with your job? Analysis included Chi square tests.

Results: 86% (6560) of nurse respondents were educated in the US; The majority of INGs from the Philippines (7%; 529). More INGs had a BSN degree (p<.0001) and were more satisfied with their jobs (p<.001). In both groups, there were no significant differences for emotional exhaustion. INGS perceived a significantly more favorable work environment related to: Nurse participation in hospital affairs; nurse foundations for quality of care; nurse management ability, leadership and support, and; staff adequacy and resources.

Discussion & Conclusions: While INGs were less experienced as nurses they reported more job satisfaction than US RNs. Consistent with Flynn and Aiken (2002), INGs and US educated nurses in general characterized their professional work environment as favorable. However, INGS more favorably perceived opportunities for them to participate in policy decisions: that
nursing care was based on a nursing model versus a medical model; the positive nurse manager’s abilities, leadership and support, and; adequate support services that allowed them to spend time with patients. While not statistically significant, the total score on emotional exhaustion varied from 4 to 54 points, indicating a moderate level of emotional exhaustion for both groups.

**Abstract History:**
This abstract has been presented or accepted for presentation in whole or in part at the SNRS or other scientific meeting.
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