

## BACKGROUND

Nursing job satisfaction is a significant concern in the current healthcare system. This project aims to improve nurse job satisfaction by implementing a strategy to improve nurse engagement, empowerment, shared decision-making, and a professional practice work environment (PPWE) through realignment of shared governance with evidence-based models.

### MSN Project PICO Question:

Does aligning shared governance councils with Magnet principles and established models improve nurse shared governance participation and job satisfaction?



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## METHODS

The Stetler Model was utilized in the development of this project.<sup>4</sup> A thorough literature search and review were conducted to gather evidence-based research on the impact of shared governance on nurse job satisfaction. The literature review initially started with searches focused on the impact of shared governance on nurse job satisfaction. During the literature review process, a significant theme presented itself. The theme that then led this project was that shared governance alone was not sufficient to produce the desired outcomes but that alignment with an evidence-based model was needed.<sup>2,5</sup>

- Themes from Literature Review
  - Effective shared governance enhances the work environment. <sup>1,2,3</sup>
  - Shared governance alone does not guarantee improved staff satisfaction. <sup>2,5</sup>
  - Leader and staff commitment are essential to shared governance. <sup>1,5</sup>

## EVALUATION

Aligning shared governance with an evidence-based model will require several steps to implement, evaluate, and determine if the change has positively impacted nurse job satisfaction.

- The proposed realignment of shared governance is presented to management and shared governance chairs.
- The realignment is presented to the staff at a staff meeting utilizing a power point and an informational handout.
- Staff participation in shared governance will be encouraged by chairs and council members.
- Evaluation of the changes will occur monthly after council meetings.
- Surveying of council members on their job satisfaction post-implementation of the realignment will continue over six months.
- Staff engagement survey results will be compared for 2023 to 2022 to determine if there has been an improvement in overall nurse engagement and job satisfaction.



## CONCLUSIONS

Improving and maintaining nurse job satisfaction is essential to the success of the healthcare system. Shared governance can significantly impact nurse job satisfaction. Ensuring that shared governance is aligned with an evidence-based model and Magnet principles will produce the most effective outcomes of a shared governance model.<sup>1,2,5</sup> This project aims to provide leaders and staff with evidence-based tools to improve nurse job satisfaction through shared governance realignment. Restructuring shared governance, education of staff, and support from all levels of leadership and staff are important factors in implementing this project.



## REFERENCES

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