

# Implementation of a Formal Retention Program to Improve Work-Life Balance, Job Satisfaction, and Intent to Leave Among Ambulatory Clinic Nurse Managers

## PROBLEM



INCREASED NURSE  
MANAGER TURNOVER



POOR CLINICAL  
OUTCOMES

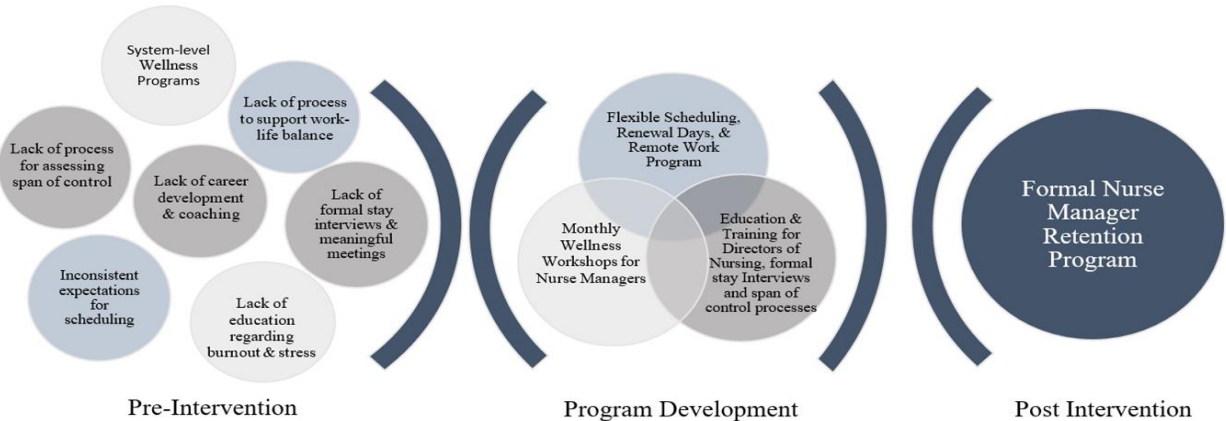


DECREASED  
FINANCIAL  
OUTCOMES

## QUESTION

In ambulatory nurse managers, does a formal retention program compared to no formal retention program improve work-life balance, job satisfaction, and reduce intent to leave?

## INTERVENTION

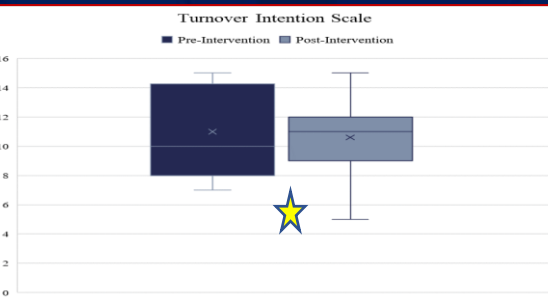
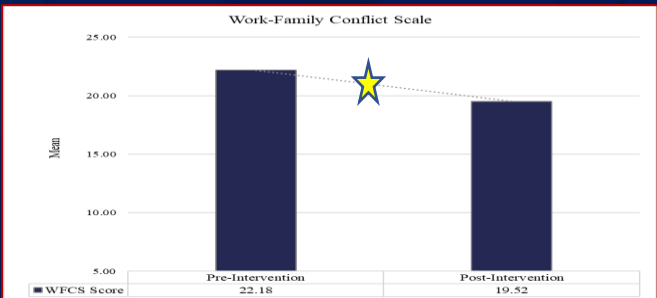


## METHODS

Program development and evaluation using a single-group pre- and post-intervention design

## OUTCOMES

	WFCS Mean (SD)	JSS Mean (SD)	TIS Median (IQR)
Pre-Intervention (N=22)	22.18 (5.23)	21.73 (3.72)	10.00 (5.75)
Post-Intervention (N=23)	19.52 (7.93)	21.83 (3.61)	11.00 (2.50)



## CONCLUSION

The implementation of a formal nurse manager retention program had a positive impact on ambulatory clinic nurse manager work-life balance, job satisfaction and job satisfaction. Leveraging and incorporating current evidence-based strategies, such improving organizational and leadership support of nurse managers, providing workshops focused on wellness, and integrating flexible work hours, are essential to building the framework for these programs.