



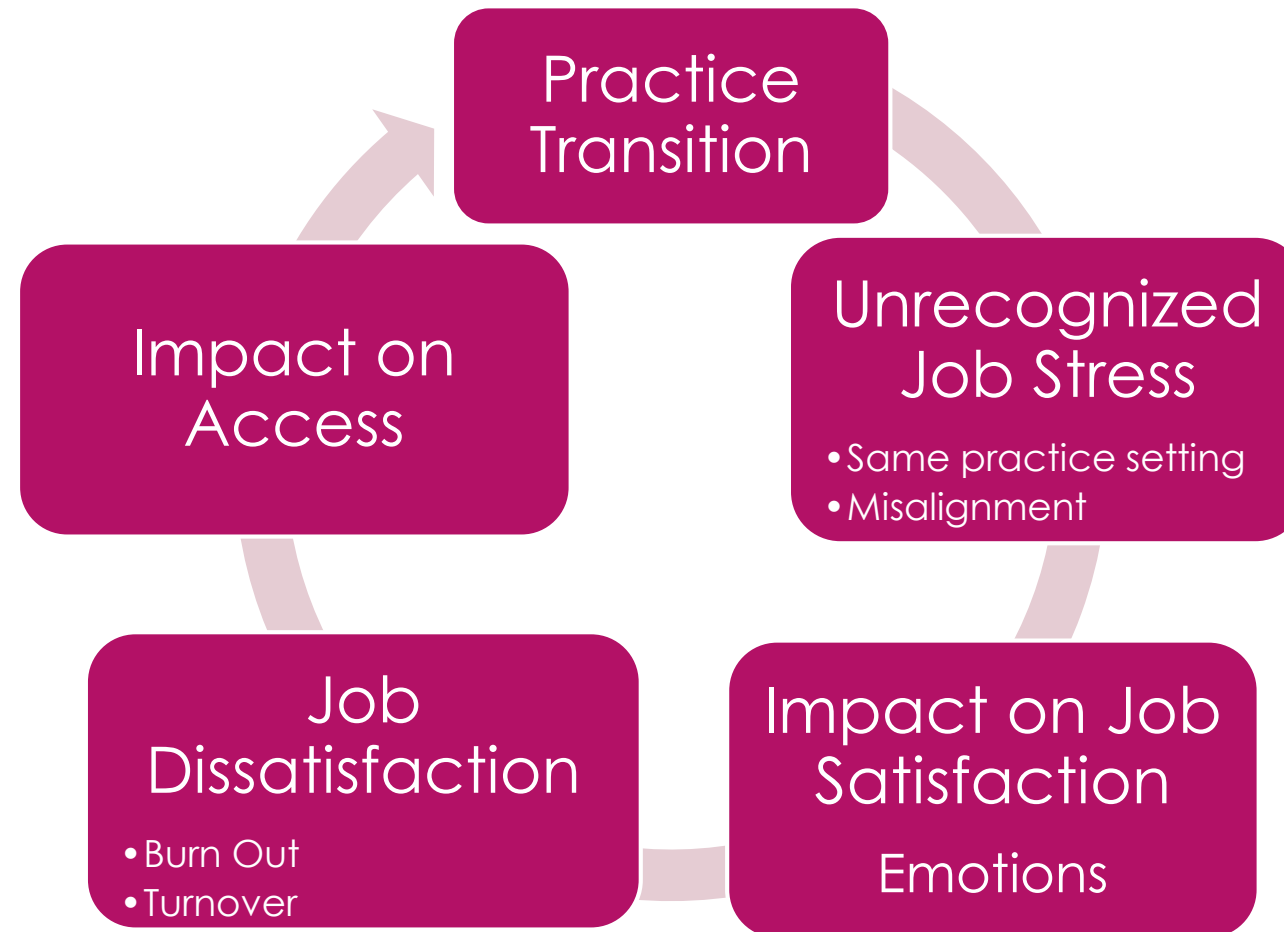
APRN Full Practice Authority Practice Transition Stress and Emotion

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Practice Transition

- ▶ In January 2017, Veterans Health Administration (VHA) Final Rule granted FPA to APRN practicing within VHA regardless of state of licensure.
- ▶ This regulation created a practice transition from dependent scope of practice to independent practice for APRNs

Practice Transition, Job Stress, Job Satisfaction, and Emotions



Problem Statement

- ▶ The impact of practice transition from dependent scope of practice to independent full practice authority on job stress, job satisfaction and emotions has not been previously described in the literature.

Purpose

- ▶ The purpose of this project was to establish a baseline understanding of APRN job stress, job satisfaction, and emotions during practice transition to FPA.

Literature Review

- ▶ There is a growing number of studies evaluating APRN/NP job satisfaction.
- ▶ APRN are generally minimally satisfied to satisfied.
- ▶ Job stress was negatively related to job satisfaction.
- ▶ Practice transitions are filled emotions.
- ▶ No studies or articles were found evaluating job stress, job satisfaction, emotion and practice transition.
- ▶ The period of role or practice transition was found to be from 6 to 12 months.

Aims

- ▶ To determine if there is a relationship between the demographic variables and job stress, job satisfaction, emotions and practice transition stress.
- ▶ To describe the level of job satisfaction using the Misner Nurse Practitioner Job Satisfaction Scale (MNPJSS).
- ▶ To describe the level of job stress and job satisfaction using the National Institute for Occupational Safety and Health Generic Job Stress Questionnaire (NIOSH-GJSQ).
- ▶ To describe the level of practice transition stress experience by APRNs.
- ▶ To compare aligned with *Consensus Model* group and misaligned with *Consensus Model* group across the variables.

Method

- ▶ The project was a descriptive and cross-sectional analysis of a self-administered survey.
- ▶ Initial period of practice transition from dependent to independent practice.
- ▶ A convenience sample of NP and CNS APRNs in all practice settings, Approximately 60 individuals were employed in these APRN roles.

Tools

- ▶ **Job Stress** was measured using the 70 item NIOSH-GJSQ with its 16 subscales.
- ▶ **Job Satisfaction** was measured using the 44 item MNPJSS with its six subscales, NIOSH-GJSQ 4 item Job Satisfaction, and a developed question of Overall Job Satisfaction
- ▶ **Practice Transition Stress** was measured using a 3 developed questions
- ▶ **Emotions** about FPA was measured using developed question.
- ▶ **Demographics** was measured using 14 developed questions.

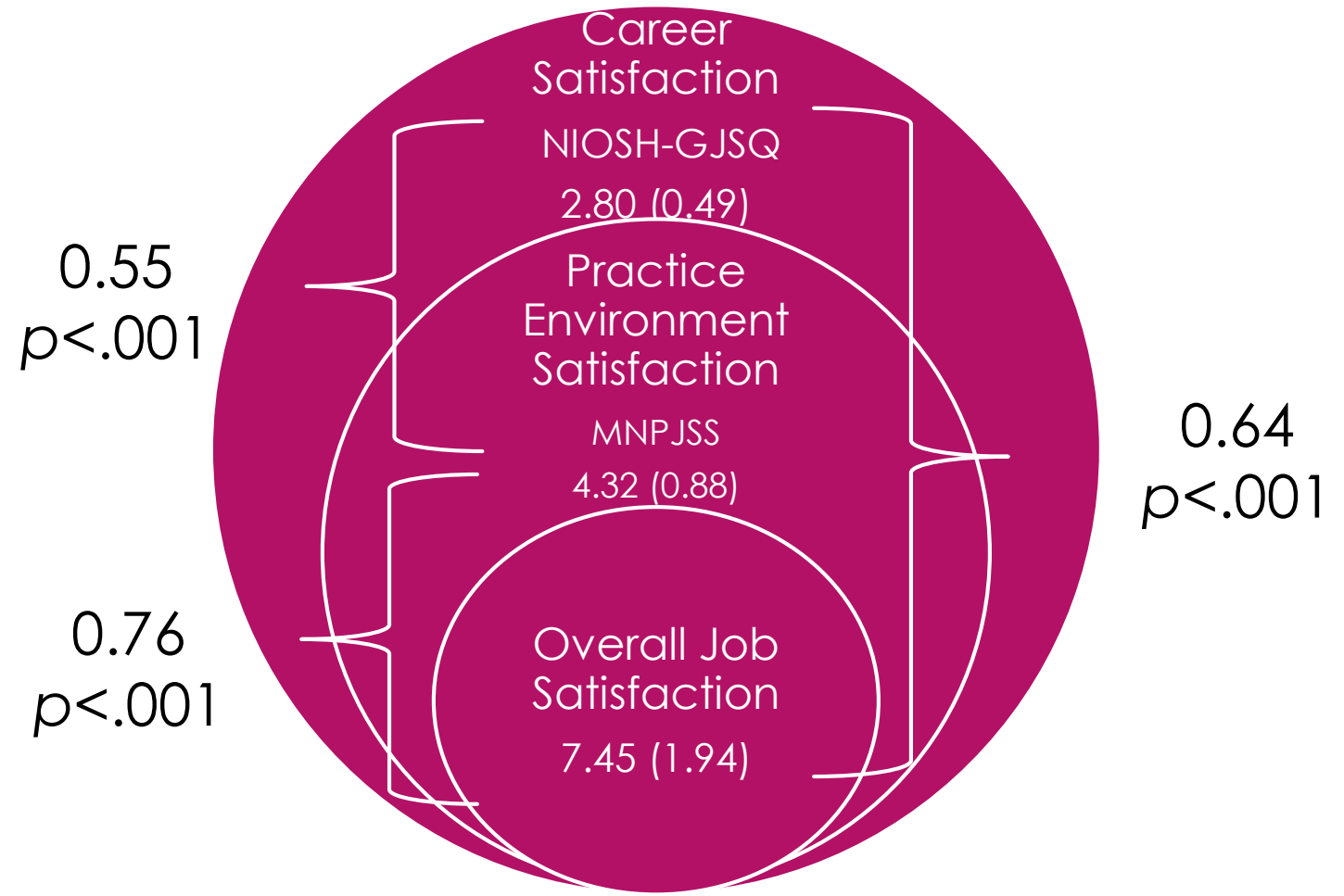
Result

Demographics	<i>n</i>	%
Age		
< 50	12	36%
> 50	19	57%
Female	27	82%
Full-Time	32	97%
RN Experience		
< 25 years	17	53%
> 25 years	15	45%
APRN Experience		
< 15 years	17	53%
> 15 years	14	42%

Demographics	<i>n</i>	%
Organization Experience		
< 10 years	21	63%
> 10 years	11	33%
Master of Nursing	29	88%
APRN Role – NP	31	94%
Practice Settings		
Outpatient	24	72%
Inpatient	8	24%
No FPA experience	31	94%
Aligned Roles	29	88%

Results

Job Satisfaction

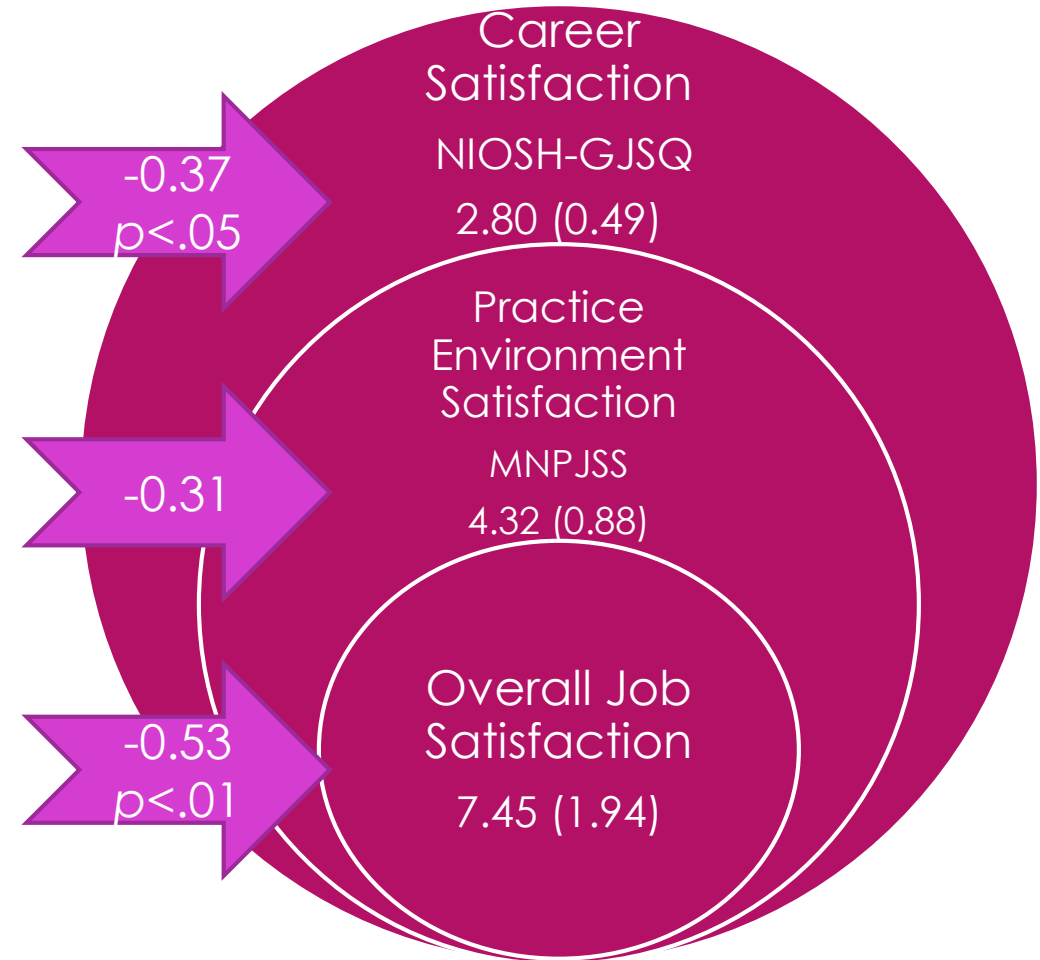


Note. The critical values are 0.34, 0.44, and 0.55 for significance levels $p < .05$, $p < .01$, and $p < .001$ respectively.

Results

Job Satisfaction and Practice Transition Stress

Practice Transition Stress



Results

Spearman Correlation

MNPJSS Subscales

MNPJSS Subscale	OJS <i>p-value</i> <	NIOSH <i>p-value</i> <	PTS <i>p-value</i> <
Intrapractice Partnership Collegiality,	.001	.01	-
Challenge/Autonomy	.001	.001	.05^
Professional, Social and Community Interaction	.001	.01	-
Professional Growth	.001	.05	-
Time	.001	.001	-
Benefits	.001	.001	.05^

Note. '^' denotes negative relationship. The critical values are 0.34, 0.44, and 0.55 for significance levels $p < .05$, $p < .01$, and $p < .001$ respectively.

OJS – Overall Job Satisfaction
NIOSH – NIOSH-GJSQ Job Satisfaction
PTS – Practice Transition Stress

Results

Spearman Correlation

NIOSH-GJSQ Conflict Subscales

Conflict Subscale	OJS <i>p-value</i>	NIOSH <i>p-value</i>	PTS <i>p-value</i>
Work Conflict	.001	.001	-
Role Conflict	.001	.01	.05^
Role Ambiguity	.001	.001	-
Intragroup Conflict	.001	.001	-
Intergroup Conflict	.001	.01	-
Group Cohesion	.001	.001	-

Note. '^' denotes negative relationship. The critical values are 0.34, 0.44, and 0.55 for significance levels $p < .05$, $p < .01$, and $p < .001$ respectively.

OJS – Overall Job Satisfaction
NIOSH – NIOSH-GJSQ Job Satisfaction
PTS – Practice Transition Stress

Results

Spearman Correlation

NIOSH-GJSQ Workload Subscale

Workload Subscale	OJS <i>P-value</i>	NIOSH <i>p-value</i>	PTS <i>p-value</i>
Job Requirement	-	-	-
Quantitative Workload	-	.05 [^]	-
Variation in Workload	-	-	-
Skills Utilization	.001	-	-
Quantity of Work	-	-	-

Note. '[^]' denotes negative relationship. The critical values are 0.34, 0.44, and 0.55 for significance levels $p < .05$, $p < .01$, and $p < .001$ respectively.

OJS – Overall Job Satisfaction
NIOSH – NIOSH-GJSQ Job Satisfaction
PTS – Practice Transition Stress

Results

Spearman Correlation

NIOSH-GJSQ Control Subscales

Control Subscale	OJS <i>p-value</i> <	NIOSH <i>p-value</i> <	PTS <i>p-value</i> <
Perceived Control	.001	.001	-
Task Control	.001	.001	-
Decision Control	.001	.05	.05 [^]

Note. Note: '[^]' denotes a negative regression. The critical values are 0.34, 0.44, and 0.55 for significance levels $p < .05$, $p < .01$, and $p < .001$ respectively.

OJS – Overall Job Satisfaction
JS – NIOSH-GJSQ Job Satisfaction
PTS – Practice Transition Stress

Results

Linear Regression - MNPJSS Subscales Predicting Job Satisfaction

Variable	Overall Job Satisfaction p-value <	MNPJSS Job Satisfaction p-value <	NIOSH Job Satisfaction p-value <
Interpractice Partnership & Collegiality	.001	.001+	.001
Challenge & Autonomy	.001	.001+	.001
Professional, Social and Community Interaction	.001	.001+	.001
Professional Growth	.001	.001+	.01
Time	.001	.001+	.05
Benefits	.001	.001+	.001

Note: '+' denotes that caution should be used in the prediction of MNPJSS Job Satisfaction by its six subscales as the measure is a result of the sum of 44 items.

Results

Linear Regression – NIOSH-GJSQ Subscales Predicting Job Satisfaction

Variable	Overall Job Satisfaction p-value <	MNPJSS Job Satisfaction p-value <	NIOSH Job Satisfaction p-value <
Work Conflict	.001	.001	.001
Role Conflict	.001	.001	.01
Role Ambiguity	.001	.001	.001
Intragroup Conflict	.001	.001	.001
Intergroup Conflict	.001	.001	.01
Group Cohesion	.001	.001	.001
Quantitative Workload	.01 [^]	.001 [^]	.05 [^]
Skill Utilization	.01	.05	.05
Perceived Control	.001	.001	.01
Task Control	.001	.001	.001
Decision Control	.05	.05	.05

Note: '^(^)' denotes a negative linear regression

Results

Linear Regression

Practice
Transition Stress
Predicting
Variables

Variable	Practice Transition Stress p-value <
Overall Job Satisfaction	.001 [^]
MNPJSS Job Satisfaction	.05 [^]
NIOSH-GJSQ Job Satisfaction	.05 [^]
Challenge & Autonomy	.05 [^]
Benefits	.05 [^]
Role Conflict	.05 [^]
Intergroup Conflict	.05 [^]
Skill Utilization	.05 [^]
Decision Control	.05 [^]
Percent Positive Emotions	.001 [^]

Note: '[^]' denotes a negative linear regression

Results – Emotions Toward FPA

- ▶ 20 words
 - ▶ 12 - Negative Emotions
 - ▶ 8 - Positive Emotions
- ▶ 57% (93) of words selected were positive emotions.
- ▶ 33% (11) participants selected only positive emotions.
- ▶ 6% (2) participants selected only negative emotions.



Results

- Independent Sample *t*-Test for difference between variable and Alignment Groups.

	Not Aligned		Aligned				
Variable	M	SD	M	SD	<i>t</i>	<i>p</i>	<i>d</i>
Role Conflict	3.56	0.12	3.18	0.57	3.14	.004	0.94
Percent Positive Emotions#	0.26	0.27	0.67	0.35	-2.25	.032	1.32

Note. Degrees of Freedom for the *t*-statistic = 31. *d* represents Cohen's *d*. '#' denotes the results of Shapiro-Wilk test were significant and Mann-Whitney Test was completed

Role alignment with the *Consensus Model* was found in 88% of the participants. The percentage of alignment is similar to the percentage of alignment of the actual VASTLHCS workforce (84% 50/59).

Discussion

- ▶ Similar findings to literature for job satisfaction.
- ▶ There were similar variables that predicted job satisfaction across the three measures.
- ▶ Job stress was related to conflict vs workload.
- ▶ Empowerment and working at top of licenses were promoters of job satisfaction.
- ▶ Practice Transition Stress is real and predicts job satisfaction.
- ▶ Practice Transition is full of emotions both positive and negative.
- ▶ Misaligned APRNs were different from aligned APRN in the level of role conflict and positive emotions toward full practice authority.

Limitations

- ▶ Role as Organization Nurse Executive
 - ▶ May have in positively or negatively influence APRN
 - ▶ Safeguard were put in place
 - ▶ Knowledge that results would be used in developing action plans may have influence participant responses.
- ▶ Results may not be generalizable to other organizations.

Implication for Practice

- ▶ Strategies for supporting APRNs when transitioning to FPA are needed, must be planned and supported with continual education in anticipation of FPA.
- ▶ Strategies for reducing job stress by decreasing conflict at work, increase empowerment and work at top of role.
- ▶ Evaluation of current APRN workforce to ensuring APRNs are in alignment with the *Consensus Model* is needed.
- ▶ APRN hiring practices consistent with *Consensus Model*.
- ▶ Investing in reducing job stress will improve APRN job satisfaction.

Strategies

- ▶ Providing accurate, reliable information;
- ▶ Providing access to subject matter experts for personal specific questions during the transition to FPA;
- ▶ Implementing a formal orientation to FPA role for new hires and incumbents;
- ▶ Providing ongoing support for 6-12 months after the FPA transition,
- ▶ Identifying APRNs that are misaligned and establish a plan to achieve alignment by fulfilling a role in the population that matches certification and license.

Thank You!

- ▶ SHOUT OUT! The amazing APRNs who provide exceptional compassionate whole health care to our Veterans.
- ▶ My DNP Committee - Dr. Dean-Baar, Dr. Lavin and Dr. Metzger
- ▶ University of Portland School of Nursing for permission to use the MNPJSS.
- ▶ My family - Barry, Alec & Paul

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