

WIU CENTENNIAL HONORS COLLEGE
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Abstract

Poster

Major Nursing

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The Effects of Mentorship on Incivility Among New Nurses

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Introduction: The purpose of this research is to determine whether the presence of formal or informal mentorship is correlated with fewer incidents of incivility in the workplace.

Review of Literature: Workplace bullying among nurses (also known as incivility), particularly among newly licensed registered nurses, negatively affects nurse, patient, and organizational outcomes. Despite empirical evidence addressing the prevalence and impact of workplace bullying, the behavior continues to persist within work environments. Organizational, poor social workplace climate and cultural factors facilitate bullying and affect patient and staff satisfaction. Increased research on workplace bullying is needed for interventions to be developed, executed, and evaluated.. In the United States, there are approximately 3.6 million registered nurses (RNs), with over 500,000 experienced RNs projected to retire by 2022, resulting in a shortage of nearly one million new RNs. Despite the fact that nursing is often defined as a caring occupation, nurses do not often model caring attitudes toward their coworkers. The term "nurses eat their young" is often used to describe workplace bullying directed at new graduate nurses.

Methods: This study utilized a cross-sectional descriptive quantitative study method. The survey link was posted on personal social media pages in order to collect a convenience sample of former nursing graduates and new nurses who have worked 5 years or less.

Our hypothesis is that nurses that have had formal training with mentors or nurse residency experience are less likely to experience incivility in the workplace. Our results will be published on undergraduate research day.