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New Study Finds Superior Nurse Work Environments in Magnet® Hospitals; Renowned Researcher Notes Higher Education Levels, Less Burnout Among Magnet Nurses

SILVER SPRING, Md. — New research from internationally recognized nurse investigator Linda H. Aiken, PhD, RN, FAAN, FRCN, shows that Magnet® hospitals have better work environments, a more highly educated nursing workforce, superior nurse-to-patient staffing ratios, and higher nurse satisfaction than non-Magnet hospitals.

The findings appear in the October 2011 issue of *The Journal of Nursing Administration (JONA)*, the official leadership journal of the Magnet Recognition Program®.

http://journals.lww.com/jonajournal/Fulltext/2011/10000/Nurse_Outcomes_in_Magnet_and_Non_Magnet_Hospitals.9.aspx

Dr. Aiken and her team surveyed more than 26,250 RNs at 567 hospitals in California, Florida, New Jersey, and Pennsylvania. Of the hospitals involved, 46 had achieved Magnet recognition from the American Nurses Credentialing Center (ANCC). Results show that the Magnet hospitals had not only a larger number of specialty-certified nurses, but also a greater proportion of nurses with a BSN degree or higher education. In addition, the number of patients per nurse in Magnet hospitals was significantly lower than in non-Magnet hospitals. Nurses in Magnet hospitals were 18% less likely to be dissatisfied, 13% less likely to have high levels of burnout, and much less likely to report intent to leave their current position.

“Our results are consistent with a substantial and growing research base that has accumulated over several decades, showing significantly better work environments in Magnet hospitals,” Dr. Aiken says. “Three decades of evidence showing superior outcomes for Magnet hospitals place this organizational innovation in a class of its own as best practice, which deserves the attention of hospital leaders, nurses, and the public.”

“Dr. Aiken’s groundbreaking findings add to the already robust body of evidence that supports the value of ANCC Magnet Recognition for nurses, healthcare organizations, and patients,” says Craig Luzinski, MSN, RN, NEA-BC, FACHE, director of ANCC’s Magnet Recognition Program. “We salute her innovative approach, commitment, and leadership, which have had a major impact on improving nursing care and patient outcomes throughout the world.”

Dr. Aiken is the Claire M. Fagin Leadership Professor in Nursing, professor of sociology, and director of the Center for Health Outcomes and Policy Research at the University of Pennsylvania School of Nursing. She is a recognized global authority on causes, consequences, and solutions for nurse shortages. She leads the International Hospital Outcomes Consortium, studying the impact of nursing on patient outcomes in 13 countries, and directed the Nursing Quality Improvement Program in Russia and Armenia, demonstrating the successful application of twinning initiatives in nursing to improve hospital quality. She is a member of the Expert Advisory Panel guiding the World Alliance for Patient Safety and a leading expert on global nurse migration.

About ANCC

The American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association (ANA), provides individuals and organizations throughout the nursing profession with the resources they need to achieve practice excellence. ANCC’s internationally renowned credentialing programs certify nurses

in specialty practice areas; recognize healthcare organizations for promoting safe, positive work environments through the Magnet Recognition Program and the Pathway to Excellence® Programs; and accredit providers and approvers of continuing nursing education. In addition, ANCC's Institute for Credentialing Innovation® provides leading-edge information and education services and products to support its core credentialing programs. The American Nurses Credentialing Center is the first and only healthcare certification organization in the United States to have successfully achieved ISO 9001:2008 certification.
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