

A Quality Improvement Project to Improve a Program of Meaningful Recognition for Operating
Room Nurses in a Mid-Atlantic Suburban Medical Center- Abstract

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*“On my honor, I pledge that I have neither given nor received any unauthorized
assistance on this paper” CDS 4/7/2019*

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Abstract

Objective: The purpose of this QI project was to increase the use of meaningful recognition (MR) to improve job enjoyment of Operating Room nurses.

Background: As experienced OR nurses retire, healthcare organizations are challenged to meet the increasing staffing demands of the OR. Strong work environments improve nurse satisfaction and retention. Strengthening a program of meaningful recognition, a component of a healthy work environment can support nurse satisfaction and retention in the OR setting. The OR of a 424 bed, acute care medical center which performed over 23,000 surgeries annually across all demographics was the setting for this QI project. Meaningful recognition was used hospital-wide but was not leveraged to its potential in this OR setting.

Methods: A pretest-posttest design to measure the impact of a MR intervention on job enjoyment of 29 (matched pairs) OR nurses and the perception of the work environment of OR nurses and all staff (52 matched pairs) provided data for analysis.

Results: There were no statistically significant change in the job enjoyment of OR nurses from pre-intervention to post intervention. OR nurses' perceived recognition programs to make them and other OR staff feel valued following the intervention, demonstrating improvement that was clinically significant.

Conclusions: QI interventions increased the use of MR in this OR and positively impacted the perception of MR by these OR nurses.