

## **The Impact of Incivility on Nursing Intent to Stay**

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**Local Problem:** The purpose of this is to assess the relationship between incivility in the nursing work environment and intent to stay.

**Method:** A cross-sectional study with prospective data collection. The target population of registered nurses on inpatient nursing units at Sentara Princess Anne Hospital, which is a 174 bed community hospital, is approximately 218. Using ordinal data from the Likert scale model from the Nursing Incivility Scale, researchers can look at data to determine the type and level of incivility found in a section. The independent variables would be the clinical inpatient nurses. The covariates are number of years in nursing, numbers of years in current position, age, primary shift (weekend, day, night), education level (AND, BSN, MSN, DNP, PhD), and involvement with incivility. Our aim, with a confidence level of 95% and a margin of error of 5% is to have a sample of 207 participants. While our aim is 207 participants, it is reasonable to expect 175 responses for an 80% response rate.

**Interventions:** The survey is an online 52 item questionnaire in a Likert style format (using the Nursing Incivility Scale) with 2 choice questions. It will be administered online using SurveyMonkey® as the administration tool.

**Results:** Results pending data collection

**Conclusion/Implications:** Looking at the overall degree of incivility as measured by the NIS and degree of incivility by subscales, and the RN intention to stay. There should be an inverse correlation of if incivility behaviors are high then retention rates should be low, or vice versa. Should incivility be considered a correlating factor to retention rates, then administration can implement education and behavior models to help stop incivility on the inpatient units.