Factors Influencing Job Satisfaction of New Graduate Nurses Participating in Nurse Residency Programs: A Systematic Review

1. Nurse residency programs aim to facilitate the transition of new graduate nurses to professional nurses through experiences such as:
   A. Attending local conferences during their first year of hire.
   B. Journaling their nursing experiences and reflecting with assigned preceptors on a monthly basis.
   C. Participating in seminars and learning opportunities through the duration of the residency.
   D. Written testing and clinical skill evaluations at random intervals throughout the residency program.

2. Persistent job satisfaction over the duration of nurse residency programs was a result of:
   A. Work environment and hospital system.
   B. Extrinsic rewards such as vacation, salary, and benefits.
   C. Fairness with scheduling.
   D. Amount of praise and recognition.

3. Between 30% and 69% of newly hired new graduate nurses report voluntarily leaving their employed positions within:
   A. 6 months.
   B. 12 months.
   C. 18 months.
   D. 24 months.

4. The majority of nurse residency programs studied lasted:
   A. 6 months.
   B. 12 months.
   C. 1.5 years.
   D. 2 years.

5. A desired outcome of nurse residency programs includes:
   A. Reduction of new graduate nurse turnover.
   B. Creating a strong support system between new graduate nurses and their preceptors.
   C. Diversifying educational preparation to leverage skills and knowledge.
   D. Assisting hospitals to achieve Magnet designation.

6. Over the course of the residency, satisfaction generally decreased in relation to:
   A. Salary.
   B. Communications with physicians.
C. Interactions with nursing peers.
D. Scheduling.

7. The decline and rebound of satisfaction of new graduate nurses’ views of professional opportunities may be attributed to:
   A. Overcoming “transition shock” during the course of the nurse residency program.
   B. Meeting the standards of each phase of Benner’s model.
   C. Requiring new graduate nurses to serve on one unit or hospital committee.
   D. Urging new graduate nurses to speak at patient care conferences.

8. The Institute of Medicine (2010) report on *The Future of Nursing* states the need for:
   A. Simulation design.
   B. Advanced degrees.
   C. Clinical research.
   D. Professional development.

9. A focus of the nurse residency program through the University HealthSystem Consortium/American Academy of Colleges of Nursing is:
   A. Continuing education.
   B. Patient safety and outcome.
   C. Health care innovations.
   D. Journaling and reflecting.

10. Future research to determine whether nurse residency programs increase retention rates should focus on:
    A. Longitudinal studies to determine retention rates of the same new graduate nurse sample.
    B. Quantitative studies of pre-, 6-month, and 1-year interval surveys on new graduate nurses’ plans to continue working in their facilities.
    C. Surveying all nurses who have completed a residency program relative to their tenure at their current place of employment.
    D. Random selection of new graduate nurses who have completed a residency program and the influence of the nurse residency program in their continued employment as a nurse.