UNDERSTANDING AND RETENTION OF THE MULTIGENERATIONAL NURSE

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THE 4 GENERATIONS

- Veterans
- Baby Boomers
- Generation X
- Generation Y
VETERANS

- Born 1925-1945
- Fewest nurse in workforce
- Adaptive, Loyal, Hardworking, Build trust with others
- Worked in large organizations, believes sacrifice and hard work should be rewarded.
- No technology, enjoy classroom setting and lectures
- Give respect, acknowledgement of performance, honor loyalty
BABY BOOMERS

- Born 1946-1964
- Largest generation of nurses and found in leadership roles.
- Strong work ethic and competitive, enjoy life long learning
- Work = Life, Career = Identity…….WORKAHOLICS
- Emails, face to face, lectures
- Healthy work environments, job flexibility, professional development, team-building.
GENERATION ‘X’

- Born 1963-1980
- ‘Latchkey’ children
- Self-reliant, self-sufficient, autonomous
- No corporate loyalty
- Straight to the point communication, technology
- Mentor and Coach….do not micro-manage
- Not happy = leave job, must give opportunities for growth
GENERATION ‘Y’

- Born 1982-2002
- Positive, assertive, fun, creative
- Always known technology, emails, text
- Need immediate feedback
- Team atmosphere, adaptive, positive with change
- Be supportive, mentoring, up to date technology
2010 STUDY

- 1,376 employees from all generations except Veterans
- Questionnaire and Turnover intention
- Results concluded that even though each generation had their own expectations related to orientation, continuing education, benefits etc…that the best strategy to retain all generations was a healthy work environment.
RETAINING GENERATIONS

- Continue to assess and understand the generational workforce.
- Treating all staff the same and as a number of staff working together to provide patient care is ineffective and reckless.
- Need to understand the different characteristics of each generation to help decrease conflict and recruit new generations while retaining the experienced, mature nurse.
REFERENCES


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