The Perceived Value of Certification Among Registered Nurses Working for a Midwestern Hospital

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Research Objective: The aim of this study was to identify the perceived value of certification among registered nurses employed at Alegent Health Mercy Hospital. The research questions for this study are:
1) to what extent do nurses agree that specialty certification enhances autonomy
2) to what extent do nurses agree that specialty certification indicates professional growth
3) to what extent do nurses agree that specialty certification provides personal satisfaction among the nurses at Alegent Health Mercy Hospital. The Perceived Value of Certification Tool (PVCT) © which has been tested for reliability and validity was utilized with authorized permission from The Competency and Credentialing Institute (Sechrist & Berlin, 2006).

Participants:
All RNs including advanced practice nurses at a Midwestern Hospital were offered participation in web based survey. N=250
106 people responded (42%)
102 RN’s completed survey (41%)
4 RN’s completed the survey but answered no questions (excluded)
11 RN’s were excluded (nurse <2 years experience)
91 total responses were analyzed (36%)
2 people were excluded as certification status was not documented

Analysis:
The data was stratified by certification status. Chi-square analyses for the 3 research questions was performed. If the overall p-value was significant at 0.05 level, an additional chi square test to obtain a p-value for each individual response choice was obtained.

* Statistically Significant

Results:
Both certified and non-certified nurses indicated that specialty certification provides personal satisfaction and indicates professional growth. For the sub-responses of Satisfaction: strongly agree, agree and disagree were significant. (strongly disagree and no opinion were not). For Growth: strongly agree and agree were significant and all others were not.

Conclusions:
The results of this survey will be presented to the professional practice council and the nursing leadership group in support of increased promotion and assistance towards RN professional certification.

References: