

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

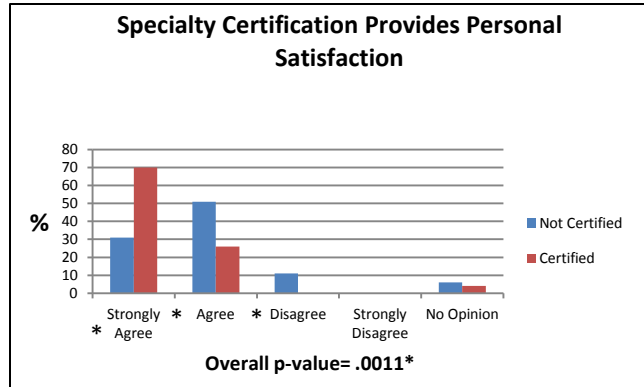


Marcia Weis RN, BSN, ONC

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:

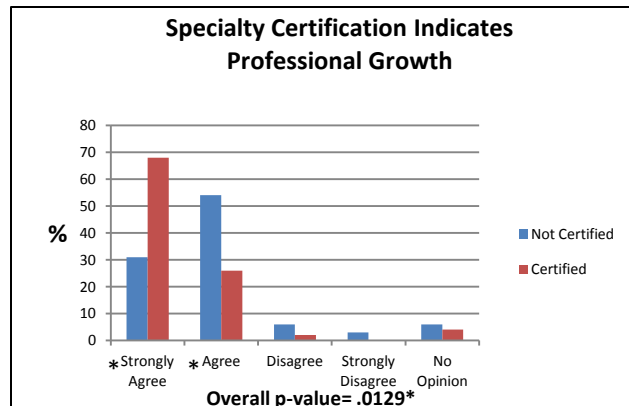
All RNs including advanced practice nurses at a Midwestern Hospital were offered participation in web based survey.
 N=250
 106 people responded (42%)
 102 RN's completed survey (41%)
 4 RN's completed the survey but answered no questions (excluded)
 11 RN's were excluded (nurse <2 years experience)
 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.
 RNs without certification are more likely to think it doesn't indicate growth or provide professional satisfaction. Satisfaction and professional growth were both statistically significant however responses related to enhancing autonomy were not significant.

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:

American Association of Critical Care Nurses. (2008). Certification Validates Knowledge, Promotes Excellence. *Critical Care Nurse*, 32-36.
 American Board of Nursing Specialties. (2009). *ABNS-American Board of Nursing Specialties Frequently Asked Questions*. Retrieved January 28, 2012, from <http://nursingcertification.org/questions.html>
 American Nurses Credentialing Center. (2012). Retrieved January 28, 2012, from American Nurses Credentialing Center: <http://www.nursecredentialing.org/FunctionalCategory/AboutANCC.aspx>
 Prowant, B. F., Niebuhr, B., & Biel, M. (2007). Perceived Value of Nursing Certification-Summary of a National Survey. *Nephrology Nursing Journal*, 399-402.
 Sechrist, K. R., & Berlin, L. E. (2006). Psychometric Analysis of the Perceived Value of Certification Tool. *Journal of Professional Nursing*, 248-252.

