

Background

A lack of perceived culture fit can influence hiring decisions. Fit is a difficult to define concept and can be linked to various biases. A diverse workforce is essential for quality outcomes and culture. Research is prevalent for new graduate nurse transition into the workforce. Retention and turnover intent are common metrics determining program success with little exploring the selection and hiring process for these professionals.

Research Purpose

Explore the experiences of nursing hiring managers and newly hired new graduate nurse candidates regarding the interviewing and hiring process into nurse residency programs in the DFW Metroplex

Methods

Study Design: Qualitative, Phenomenological Research Study

Population:

- Nursing Managers are registered nurses who
 - Manage a unit or department
 - Hire new graduate registered nurses into their unit
 - Hired a new graduate nurse within the previous 6 months
- Nursing Candidates are registered nurses who
 - Completed an academic nursing program
 - Interviewed for a nursing residency program within the past 6 months
 - Hired into a nursing unit through a nursing residency program

Sampling: Purposive sampling through the DFW Hospital Council and BSN programs in DFW

Collection: Virtual interviews with Interview Guide (developed through a separate descriptive, exploratory study). Transcription using software.

Data Collection & Analysis: Descriptive statistics for the analysis of demographic data of the study participants, Thematic analysis through member checking and creation of a codebook

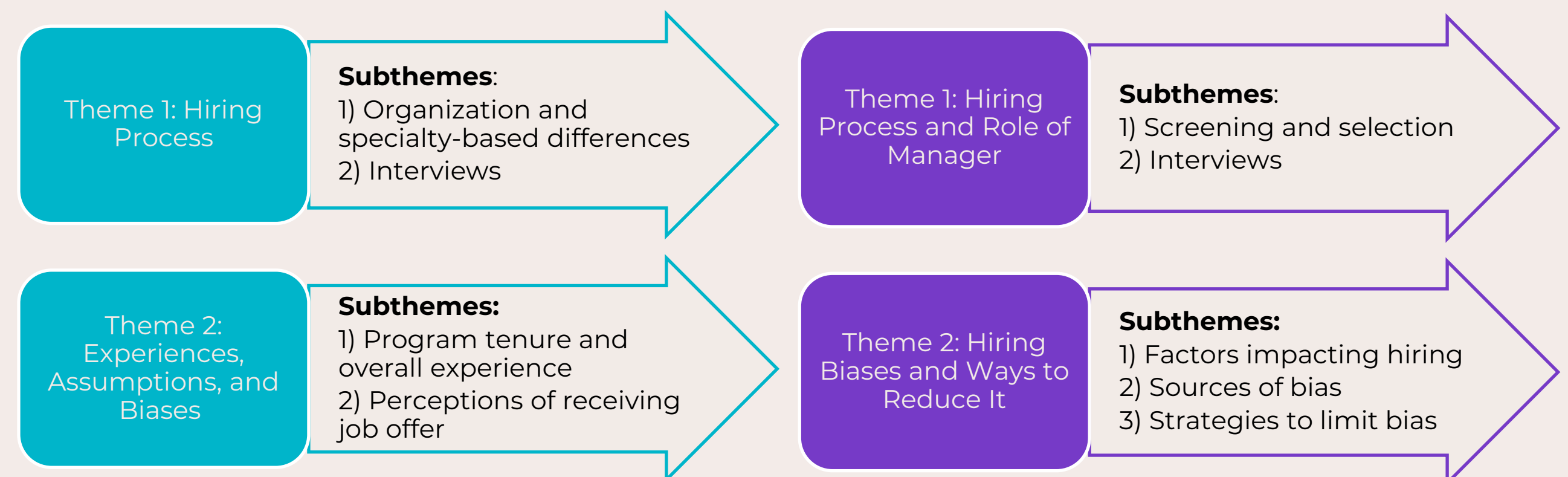
Results

Candidates

- “It’s **scary** to be a new grad interviewing”
- “Your **interview** will **make or break you**”
- The **interview** “**felt kind of cliquey** and that’s just not who I am... is this the kind of culture or just happens to be like a handful of people?”
- “In a perfect world, **it wouldn’t matter if I get along with you or not**, just as long as you get the job done. But that’s not how we work.”
- The residency application process “felt like a **rat race**”

Managers

- **Unaware** of process outside of interview
- “They’re **all the same**... there’s no experience tied to [the resume]”
- **Fit** means “emotional maturity,” “assertiveness,” “flexible and adaptable,” “proactive and independent,” “personality,” “passion,” “humble,” “friendly, open”
- “There’s just all these external factors that **we have no control over** that play into the most perfect interview process and the most perfect candidate”



Implications

Gain holistic perspective of hiring bias from nurse candidates and nurse managers

Identify differences in hiring practices and limit variations to improve nurse candidate and nurse manager experience

Implement strategies to limit opportunity for hiring bias of nurse candidates and develop a diverse workforce to meet the needs of our patient population.

References



Additional references and IRB information available upon request.