

Policy incentives to remain in nursing -reflects those who thought that the incentive would definitely help retain nurses					
	<u>n</u>	<u>%</u>		<u>n</u>	<u>%</u>
Year of service for year of scholarship	3,900	29.0	Protection against bloodborne infection	4,924	36.6
Loan forgiveness	3,958	29.4	More security against workplace violence	4,434	32.8
Application of ergonomics to work setting	1,652	12.7	Tuition assistance for continuing ed.	7,448	55.3
Reimbursement for child care	7,731	57.4	Reduce max patients under single nurse	9,647	82.0
Portable pensions retirement benefits	8,613	63.8	Maximum hourly shift lengths	6,021	51.5
System of peer or senior mentoring	3,816	28.4	Restrictions on mandatory overtime work	7,763	66.0
More stringent licensing requirements	890	6.7	Stable schedules without rotating shifts	8,007	68.2
Public transit vouchers/assistance	2,342	17.4	Control over work schedule	9,082	77.2
Affordable daycare available on site	8,179	60.8	'No-float' staffing policies	8,578	72.9
Preferential state tax treatment	8,419	62.6			
<u>Commuting</u>	<u>Mean</u>	<u>Median</u>	<u>Education</u>		
Miles from primary employment	12.99	10.00	Basic Preparation to become a nurse		
Minutes from primary employment	24.77	20.00	Diploma	2661	21.4
			Associate	5101	41.1
<u>Transition</u>	<u>n</u>	<u>%</u>	Baccalaureate	4632	37.3
Will look for new employer within a year	3,981	29.6	Master's	24	0.2
Total who plan to leave nursing w/i 1 yr	275	2.0	Highest degree		
			Diploma	1460	10.6
<u>Migration</u>	<u>n</u>	<u>%</u>	Associate	3578	26.1
Education			Baccalaureate	6378	46.5
Outside of U.S.	890	6.6	Master's and Above	1994	14.5
Within U.S., but outside N.Y. State	542	4.0	Those who wish to pursue higher degree	4,292	31.8
Within N.Y. State, but outside county	6,470	48.1	If Yes, What higher degree?		
Residence			Associate	0	0.0
Outside of N.Y. State	27	0.2	Baccalaureate	1172	27.6
Within N.Y. State, but outside county	3,515	25.7	Master's	2837	66.8
			Doctorate	235	5.5
<u>Psychological Variables</u>	<u>Mean</u>	<u>Median</u>			
Job Satisfaction	3.41	3.57			
Autonomy	3.05	3.00			
Organizational Commitment	3.15	3.25			
Job Stress-Workload	3.91	4.00			
Job Stress-Resources	2.80	2.67			
Instrumental Communication	3.39	3.33			
Interaction with Nurses	5.16	5.40			
Interaction with Physicians	4.33	4.40			
Promotional Opportunities	2.72	2.80			