

Online-only content for "New Nurses: Has the Recession Increased Their Commitment to Their Jobs?" by Brewer and colleagues in the *American Journal of Nursing*, March 2012, p. 34–44.

Table 6. Factors Affecting Newly Licensed RNs' Work Decisions

Question	Response options	2007–2008 cohort (N = 1,765)	
		n	%
Do you plan to leave or have you left the principal nursing position you held on January 15, 2009? (n = 1,674)	Yes, have left	33	2
	Yes, will leave within the next 12 months	219	13.1
	Yes, will leave in 1 year to 3 years	426	25.4
	No plans to leave within next 3 years	736	44
	Undecided	260	15.5
When you took your first principal job, how long did you plan to stay? (n = 1,721)	Less than 1 year	71	4.1
	One year but less than 2 years	261	15.2
	Two years but less than 3 years	280	16.3
	Three years or more	363	21.1
	Indefinitely	324	18.8
	Not sure	422	24.5
Do you plan to work in nursing if and when you leave that position? (n = 1,647)	Yes	1,530	92.9
	No	19	1.2
	Undecided	98	6
If you left an RN job within the last year, whether or not you changed employers, which one of the following would have been most likely to keep you in that job? (n = 299)	Nothing (personal or other reasons employer could do nothing about)	95	31.8
	Increase in pay	23	7.7
	Better benefits	9	3
	Bonus or cash incentive to stay	4	1.3
	Desired change in shift or hours	33	11
	Promotion or change in job duties within unit	6	2
	Improved unit culture	30	10
	Improved technical or clinical support or training	30	10
	Improved management	36	12
	Other	33	11
When you left your last principal employer did you have ... (n = 323)	New job already	202	62.5
	No new job yet	121	37.5

Table 6. Continued

Question	Response options		2007–2008 cohort (N = 1,765)	
			n	%
Factors that may have led you to desire not to work in nursing (n = 61)	The stressful nature of the work	No	43	70.5
		Yes	18	29.5
	Nursing salaries	No	59	96.7
		Yes	2	3.3
	Shift work	No	45	73.8
		Yes	16	26.2
	Working on holidays, weekends, or both	No	52	85.2
		Yes	9	14.8
	Changes in your career goals	No	53	86.9
		Yes	8	13.1
	Other	No	18	29.5
		Yes	43	70.5
[If RN indicated plans to further education] When do you plan to enroll in a program? (n = 1,294)	Currently enrolled		172	13.3
	Within the next 12 months		543	42
	Within the next 5 years		490	37.9
	Unknown		89	6.9
What kind of transportation do you usually use to get to work? (n = 1,747)	Drive a car or motorcycle		1,642	94
	Car pool		22	1.2
	Use public transportation		55	3.2
	Walk or bicycle		19	1.1
	Other		8	0.5

Note: For each variable, n values might not sum to N because not every respondent answered every question.