

Problem Statement (PICOT)

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Nurse burnout and staffing shortages continue to challenge hospital-based healthcare systems, negatively impacting patient outcomes and workforce stability. As frontline caregivers, registered nurses are particularly vulnerable to emotional exhaustion, high turnover, and job dissatisfaction—factors compromising care quality and safety. Compared to current standard practice, this paper presents a quality improvement initiative centered on a PICOT question that investigates the effectiveness of a structured nurse retention strategy—including mentorship, wellness programs, and flexible scheduling. The aim is to reduce burnout, improve job satisfaction, and enhance care outcomes over six months within a hospital setting. Reviewing current literature and proposed intervention strategies, this paper outlines the rationale, target population, setting, expected outcomes, and implementation plan for addressing this critical healthcare issue.

PICOT Question

- **P – Population:** Hospital-based registered nurses experiencing staffing shortages and burnout
- **I – Intervention:** Implementation of a comprehensive nurse retention strategy (including mentorship programs, wellness resources, flexible scheduling, and leadership engagement)
- **C – Comparison:** Current standard practice without targeted retention and wellness strategies
- **– Outcome:** Reduced nurse burnout and turnover; improved job satisfaction and patient care quality
- **T–Timeframe:** Within 6 months of implementation

Full PICOT Question

In hospital-based registered nurses experiencing staffing shortages and burnout (P), how does the implementation of a nurse retention strategy that includes mentorship, wellness programs, and flexible scheduling (I), compared to current practice without such strategies (C), affect nurse burnout levels, turnover rates, and job satisfaction (O), over 6 months (T)?