

Assessment 3: Intervention Plan Design

Name

Capella University

FPX 6085

Prof.

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Intervention Plan Design

Nurse burnout and staffing shortages have become critical challenges in hospital settings, impacting staff well-being and patient care quality (Jun et al., 2021). This intervention plan focuses on implementing a comprehensive retention strategy, including mentorship programs, wellness initiatives, and flexible scheduling. The plan outlines the main parts of the intervention, considers cultural and organizational factors, evaluates relevant theories and technologies, and addresses ethical, legal, and stakeholder considerations to improve nurse retention and satisfaction.

Intervention Plan Components

Major Components

The major parts of the proposed intervention plan to address burnout and staffing shortages among hospital-based registered nurses include a structured mentorship program, access to wellness initiatives, and the implementation of flexible scheduling. The mentorship program will pair experienced nurses with newer staff to provide emotional support, promote professional development, and enhance workplace belonging (Vries et al., 2023). Health-focused programs—like resilience-building sessions, availability of psychological support services, and designated quiet areas within the hospital—will specifically support nurses’ mental and physical health. Flexible scheduling, including self-scheduling and reduced mandatory overtime, will allow nurses greater autonomy and work-life balance. These elements aim to alleviate exhaustion, enhance professional fulfillment, and boost staff retention by creating a nurturing and adaptive workplace atmosphere. These interventions were chosen based on current evidence highlighting their effectiveness in mitigating nurse fatigue and emotional exhaustion. Addressing the psychological and logistical stressors contributing to nurse dissatisfaction, this

comprehensive strategy represents a practical and evidence-informed solution (Pike et al., 2024). Success can be evaluated using measurable criteria such as decreased turnover rates, reduced burnout scores on validated surveys (e.g., Maslach Burnout Inventory), and improved staff satisfaction reported through internal feedback mechanisms.

Cultural Needs and Characteristics

The peculiar cultural backgrounds/preferences of hospital-based registered nurses form an indispensable component of determining an intervention plan's development. Hospital-based nurses expect to operate in workplaces characterized by diversity in the demographic mix of the workers, such as different ethnicities, generational outlooks, and differing work-life issues.