Job Satisfaction as Experienced by Generation Y Nurses: A Phenomenological Study

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Abstract
A descriptive phenomenological research design was used to explore the lived experiences of 10 Generation Y nurses in Upstate New York through analysis of qualitative data from one-on-one interviews. The findings suggest that nurses will look toward other opportunities to fulfill job satisfaction.

Background of the Problem
Parents interceded when they failed, resulting in this generation. Generation Y nurses want a manager who is approachable, rather than face conversations. They celebrate 8% of the nursing workforce. The increased need for healthcare professionals is affecting the quality of care delivered to Americans. Research has indicated that new graduate Generation Y nurses are reporting high levels of stress in their jobs and low levels of job satisfaction. This is a concern to healthcare organizations because when nurses are not satisfied in their jobs, they look elsewhere for other opportunities. Generation Y nurses are not afraid to leave their place of employment to go to another organization if they are not happy with the job environment.

Who are Generation Y Nurses
- Born between the years 1981-2000
- Have their careers and center of 9% of the nursing workforce
- Most globally aware, most educated, technologically literate, and technologically driven generation
- Prefer text messages rather than face-to-face conversations
- Parents interceded when they failed, resulting in this generation
- Have their careers and center of 9% of the nursing workforce

Emerging Themes
- Theme: Experiences of Feeling Good
  - Subtheme 1: Making a difference
  - Subtheme 2: Connections
  - Subtheme 3: Feelings of value
- Theme: Relationships
  - Subtheme 1: Connections
  - Subtheme 2: Balancing life
  - Subtheme 3: Feelings of value
- Theme: Job Strain
- Theme: Experiencing Choices

Conclusions
- Generation Y nurses want to be well paid and allowed to pursue other careers.
- They do not believe in the organization where they work and are not satisfied with their current career.

Purpose
The purpose of the descriptive phenomenological study was to explore the lived experiences of job satisfaction among Generation Y nurses who work at an acute care facility in Upstate New York. The focus was on exploring nurses' experiences with workplace factors. The study aimed to describe the lived experiences of Generation Y nurses to understand the importance of understanding satisfaction among Generation Y nurses.

Methods
Descriptive phenomenology guided in-depth interviews to explore the lived experiences of job satisfaction among Generation Y nurses. Using purposive sampling, 10 Generation Y nurses 23 to 30 years of age were recruited from an acute care facility located in Upstate New York. The central research question that guided the study was: What is the lived experience of job satisfaction for Generation Y nurses in an acute care facility? Following a data-driven technique of identification and prioritization, the initial qualitative data were analyzed to identify four main themes and six sub-themes.