

# Nursing Economics®

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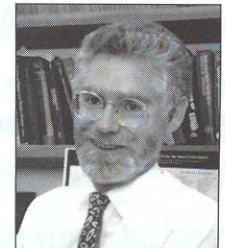
## State of the Registered Nurse Workforce In the United States

6

**Peter I. Buerhaus, Karen Donelan, Beth T. Ulrich, Linda Norman,  
and Robert Dittus**

*In this final installment of this exclusive six-part series on the state of the RN workforce in the United States, the authors summarize the major findings of each piece and offer specific and actionable recommendations for nurse leaders, educators, and policymakers.*

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*Peter I. Buerhaus, PhD, RN, FAAN, and colleagues offer strategic advice for addressing key nursing workforce issues. See page 6.*

## Perceptions of Empowerment and Intent to Stay

13

**Nicole Nedd**

**CE** *Investigating why nurses remain in organizations may serve as a stepping stone for future retention strategies. The relationship between intent to stay and workplace empowerment in nurses are described in this continuing education article.*



*Nicole Nedd, EdD, ARNP, discusses nurse perceptions of formal power, informal power, and empowerment structures as they relate to intent to stay in a job. See page 13.*

## Antecedents and Consequences of Nurse Managers' Perceptions of Organizational Support

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**Heather K. Spence Laschinger, Nancy Purdy, Julia Cho, and  
Joan Almost**

*The antecedents and consequences of nurse managers' perceptions of organizational support were evaluated. Study results revealed that changeable work environment factors are important precursors of perceptions of organizational support, which, in turn, result in positive work attitudes and better health.*



*Heather K. Spence Laschinger, PhD, RN, and co-authors examine organizational characteristics strongly related to Perceived Organization Support. See page 20.*

## Occupational Health Nurses and Case Management

30

**Elba I. Ramos**

*Employers, providers, consumers, regulators, and society are demanding a systematic method to determine quality and cost efficiency in the provision of health care services in a multidisciplinary continuum of care within a reasonable time limit. Societal and legislative pressure on employers to incorporate and accommodate workers with disabilities or limitations and rising health insurance costs have urged organizations to set up effective strategies. An overview of the historical evolution of case management, trends in engaging workers in a successful return to work process, and a case study are presented.*



*Elba I. Ramos, BSN, RN, OHN, describes a highly structured return to work program. See page 30.*

## Nursing Economics

### Mission Statement

*Nursing Economics® advances nursing leadership in health care, with a focus on tomorrow, by providing information and thoughtful analyses of current and emerging best practices in health care management, economics, and policymaking. The journal supports nurse leaders and others who are responsible for directing nursing's impact on health care cost and quality outcomes.®*