

## Retention: The Importance of Supervisors

What we learned...	What it means to you...
<p>While satisfaction with wages, benefits and advancement opportunities were all significantly related to nursing assistants' intent to stay on the job, good basic supervision was most important in affecting their commitment to their jobs and their intent to stay.</p> <p>Supervisor attitude had an important impact on how workers felt about their job.</p> <p>A nursing supervisor perceived as showing respect to nursing assistants, helping out when help is needed, working to solve problems and providing good feedback had a significant impact on the assistants' intent to stay. (Brandeis)</p>	<p>Frontline supervisors are critical to direct care worker retention.</p> <p>Supervisors need supervisory training that teaches respect, problem-solving and coaching skills to support direct care workers.</p>
<p>Enhancing the job of nursing assistants by relying more on their knowledge and experience, increasing their autonomy and teamwork were not significantly related to their intent to stay, but good supervision was. (Brandeis)</p>	<p>Culture change transformation and person-centered care that increases nursing assistant involvement, autonomy, knowledge input and teamwork may not increase their commitment to their job without improvements in basic supervision.</p> <p>Nursing supervisors may need more training, staff time and management support to improve their performance as supervisors of nursing assistants, a job most were not trained to carry out.</p>