



Registered Nurses in California: Reasons for Not Working In Nursing Profession, Job Satisfaction¹

2014

The Board of Registered Nursing (BRN) is required to collect and report data on California's Registered Nurse (RN) workforce every two years. The University of California, San Francisco (UCSF) has been contracted since 2006 to partner with the BRN to manage and conduct the RN survey. Since 2008, all survey management has been handled by UCSF. At the time of the 2012 survey, 371,280 nurses had an active RN license. The 2012 survey was mailed to 10,000 active licensed RNs, with 5,529 RNs responding to the survey. Data represents all RNs with an active license who responded to the survey. Here are a few key facts from the 2012 Registered Nurses in California Survey:

RNs Top 5 Reasons For High and Low Job Satisfaction*

*Rated on a five-point Likert-type scale ranging from "1=very dissatisfied" to "5=very satisfied"

Reasons for high job satisfaction	Rating
Interactions with patients	4.31
Feeling that work is meaningful	4.20
Job overall	4.14
Teamwork between co-workers	4.13
Support from other nurses	4.08

Reasons for low job satisfaction	Rating
Employer-supported educational/training programs	3.36
Non-nursing tasks required	3.33
Leadership from administration	3.31
Involvement in policy and management decisions	3.20
Amount of paperwork required	3.04

Top Three Reasons Why RNs Ages 55 and Under Are Not Working In Nursing (n=749)



*Columns might not total 100% due to rounding. Data are weighted to represent all RNs with an active license.

Top Three Reasons Why RNs Ages 55 and Older Are Not Working In Nursing (n=749)



*Columns might not total 100% due to rounding. Data are weighted to represent all RNs with an active license.

¹Source of Data: Survey of Registered Nurses in California, 2012, Published October 2013 by the California Board of Registered Nursing.

<http://www.rn.ca.gov>

<http://www.rn.ca.gov/pdfs/forms/survey2012.pdf>