

Magnet Hospital Status: A Determining Factor in Selecting Care

Cara Quintana

Nightingale College

ENG 201: English Composition

Professor Phillips

March 21, 2021

References

American Nurses Association. (2021). Magnet model—creating a magnet culture. American Nurses Credentialing Center. <https://www.nursingworld.org/organizational-programs/magnet/magnet-model/>

The American Nurses Association (ANA) defined the most current model of standards used to determine if a hospital meets the set criteria to reach Magnet hospital status. Prior to 2008, there were fourteen Forces of Magnetism, which all Magnet hospitals must have met in order to be considered a Magnet hospital. However, within these fourteen Forces, there was a great deal of redundancy and overlap between the different Forces, which made the application, review, and approval process lengthier and burdensome rather than it being consolidated into simpler categories. In 2008, the ANA revised the standards and integrated it into five Model Components. By doing so, it created an easier structure for hospitals to adhere to and seek accreditation, and it prevented crossover of the fourteen Forces prior. The five Components became part of a new vision for Magnet hospitals, which includes relevant issues and concerns that nurses face during current times. With an abundance of research and thought, the five Model Components are Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations, and Improvements, and, lastly, Empirical Quality Outcomes. Within each of the five Components is the fourteen Forces, except there is no crossover. The new criteria help to understand the measures a hospital must take to obtain Magnet status, and it provides context for conducting research about Magnet and non-Magnet

hospitals, both prior to and after 2008. Additionally, it helps create perspective around what Magnet status is and the benefits it lends to nurses. Due to the forward-thinking standards and centralized criteria, the American Nurses Credentialing Center (ANCC) has done considerable work in maintaining the integrity of a Magnet hospital, so that nurses can trust the Magnet status and know that the working conditions, patient care, and staff ratio, considering other factors, will lead to a healthier work environment.

Kelly, L. A., McHugh, M. D., & Aiken, L. H. (2012). Nurse outcomes in magnet® and non-magnet hospitals. *Journal of Nursing Administration*, 42(SUPPL. 10), S44-S49.

<https://doi.org/10.1097/01.NNA.0000420394.18284.4f>

Kelly, McHugh, and Aiken conducted a study between 2006—2007 to determine if registered nurses (RNs) experienced better working conditions in Magnet versus non-Magnet hospitals, according to the defining standards of Magnet hospitals as written by the ANCC. An optional, anonymous survey was mailed to the then current list of RNs, based on a licensure list from four states that encompasses approximately 25% of hospitalized patients at that time. RNs provided answers to questions about patient to nurse ratios that supplied information on staffing, work environment, level of education, hospital characteristics, and job burnout. Over 26,000 nurses from 567 hospitals, of which 46 were Magnet hospitals, responded to the survey. Kelly, McHugh, and Aiken considered several factors for classifying and maintaining the integrity of the data, from which they concluded that Magnet hospitals do provide better working conditions for RNs, have more RNs with advanced degrees, a lower patient to

nurse ratio that accounts for enhanced patient care, and less RNs who are willing to search for a position elsewhere. This research supports the thesis of this paper, in that Magnet hospitals are more beneficial to patients and provide stimulating and appropriate working conditions for RNs as opposed to non-Magnet hospitals. From this study, one can see that the ANCC upholds the strictest of standards, in regard to the issues and concerns of nurses.

Stubenrauch, J. M. (2010). Nurses at Magnet and non-Magnet facilities don't perceive much difference. *American Journal of Nursing*, 110(11), 16-17.

https://www.nursingcenter.com/journalarticle?Article_ID=1080362&Journal_ID=54030&Issue_ID=1080338

Stubenrauch provides an interesting counter argument to Magnet hospitals, stating that Magnet hospitals do not have a significant difference when compared to non-Magnet hospitals. Stubenrauch references a 2004 study that found there was very little difference in working conditions, patient to nurse ratios were about the same, and, in general, nurses were satisfied with their job. While this study does have research to support it, when a closer view is taken, one will find that the study had a minor sample of only 837 nurses, 14 Magnet hospitals, and 157 non-Magnet hospitals, all within only two states. With insignificant size, the findings must be taken with a grain of salt. This study is what led to the study by Kelly, McHugh, and Aiken, who set out to properly conduct a study with an ascertainable size and other criteria, to see if the findings of the 2004 study were accurate, which were quite the opposite. By having this article as a point of reference, it helps to

understand many of the articles that were written in-between the two studies that have conflictive views of Magnet and non-Magnet hospitals.

Wood, D. A. (n.d.). Pursuing Magnet designation: Pros and cons.

<https://resources.nurse.com/magnet-hospitals-pros-and-cons>

Wood is a registered nurse, who wrote about the pros and cons of Magnet designation for hospitals. Wood states that, even though it is costly to go through the Magnet process, it is far better to have Magnet status showing that the hospital is accredited by the ANCC than to not have it. Due to the high standard set by the ANCC to ensure that nurses have empowerment in their position, autonomy in what they do, the ability to collaborate with peers, an excellent standard of care for patients, and much more, the Magnet label is a stamp of approval that a nurse will find better working conditions and job stability in a Magnet hospital. Wood, through interviews with employees of Magnet hospitals, explains how Magnet hospitals are beneficial and provides a cost versus benefit analysis for why hospitals should have Magnet status. This resource is written by a registered nurse in the field, and the account is from 2017, which shows that the research from the Kelly, McHugh, and Aiken study is still valid and that Magnet hospitals are the gold standard. This presents the idea that Magnet hospital status continues to provide a better work environment for nurses, leads to a positive reputation in the medical community, and will result in quality patient care.