**Unit 7**

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[**[u07d1] Unit 7 Discussion 1**](https://courserooma.capella.edu/webapps/blackboard/content/launchLink.jsp?course_id=_161381_1&content_id=_7127865_1&mode=view)

**Evidence Based Recommendations**

Consider your visual data summaries and revisit the original problem statement. Provide a brief statement about what is important for each data display summary.

Review the relevant best practices literature for a minimum of two evidence-based recommendations. Recall that these recommendations should come from a current (last 3–5 years), authoritative literature.

**Note:** Please visit the Capella University Library for information about what constitutes an authoritative source.

**Please add references: Let me know if you need some the Capella Library**

**Response Guidelines**

Respond to the posts of your colleagues according to the Faculty Expectations Response Guidelines and seek clarification. Provide a substantive and concise feedback.

**Learning Components**

This activity will help you achieve the following learning components:

* + Identify authoritative sources of data and information.
  + Identify significant and relevant data and information contained in the literature.
  + Evaluate supporting evidence.
  + Identify best-practice industry solutions to a problem.

**RESPOND TO CLASSMATE Rachel Rautenberg Post below:**

My statement of the problem is that high levels of employee retention are a contributing success factor in any organization. Without good employee retention a healthcare organization’s quality can suffer because there is reduced continuity of care (George, 2011).  Additionally, low employee retention can be extremely costly; costs to replace a registered nurse can be as high as $82,000, not including orientation and organizational training after successful recruitment (The High Cost of Nurse Turnover, 2016). One way to improve employee retention is through employee engagement.

The first visual that I use provides information about the current engagement levels.  Knowing this information is important for goal setting and for comparing future data, making adjustments to engagement programs, and analyzing trends.  Additional visuals provide visual representation of survey data.  These pieces are important to understand various aspects of the employees’ expectations to feel engaged. For example, there is no doubt that, even in an organization that where people feel inundated with virtual communications, email is still the prevalent desired way to receive information.  Knowing this provides focus for information sharing about engagement activities and resources, but also supports the need for to be mindful about timing and frequency of information. Engagement is vital to an organization, not only because of the costs, but also the long-term value of the employees.  Bennetts (2018) lists other variables that are tied to employee engagement as well, such as intent to stay with the company and motivation to go above jobs duties and roles for the company.

Bennetts, S. (2018, April 6). *Best practices for employee engagement*. Retrieved from HR Network Exchange: https://www.hrexchangenetwork.com/employee-engagement/articles/best-practices-for-employee-engagement

George, G. (2011, September 28). *8 Untraditional Ways to Retain the Best and Brightest in Healthcare*. Retrieved from Becker's Hospital Review: https://www.beckershospitalreview.com/hospital-management-administration/8-untraditional-ways-to-retain-the-best-and-brightest-in-healthcare.html

*The High Cost of Nurse Turnover*. (2016, November 30). Retrieved from The Universoty of New mexicao: https://rnbsnonline.unm.edu/articles/high-cost-of-nurse-turnover.aspx