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Sommario/riassunto	"Nurse retention is a key focus for healthcare organizations-particularly the retention of clinical nurses, who provide direct patient care. The costs associated with nurse turnover can have a huge impact on a hospital's profit margin. Additionally, nurse turnover affects job satisfaction among clinical nurses, which leads to burnout, making it even harder to provide safe care to patients and to achieve overall

organizational initiatives. Bottom line: Nurse turnover has a multidimensional effect on an organization's ability to thrive. Considering the various reasons clinical nurses leave the direct patient care role, authors Judy Thomas and Melissa Renter created the IMPACT Program to stimulate empowerment and professional growth, which lead to increased job satisfaction-ultimately improving retention and helping nurses thrive in their roles"--
