



2024

Survey of Michigan Nurses SPECIALTY BRIEF

Exploring Job Satisfaction, Burnout, and Reasons
Influencing Nurses' Decisions to Leave the Profession

Introduction

The Survey of Michigan Nurses has been supported by the Michigan Department of Health and Human Services-Office of Nursing Programs (MDHHS-ONP) annually since 2004 to gather information about the supply of nurses in Michigan. The MDHHS-ONP contracted with the Michigan Public Health Institute (MPHI) to update the annual Survey of Michigan Nurses, collect and analyze the data, and report finding to nursing partners in a variety of formats. Due to the partner interest in job satisfaction and burnout, a specialty brief has been developed.

Job Satisfaction, Burnout, and Reasons to Leave Nursing

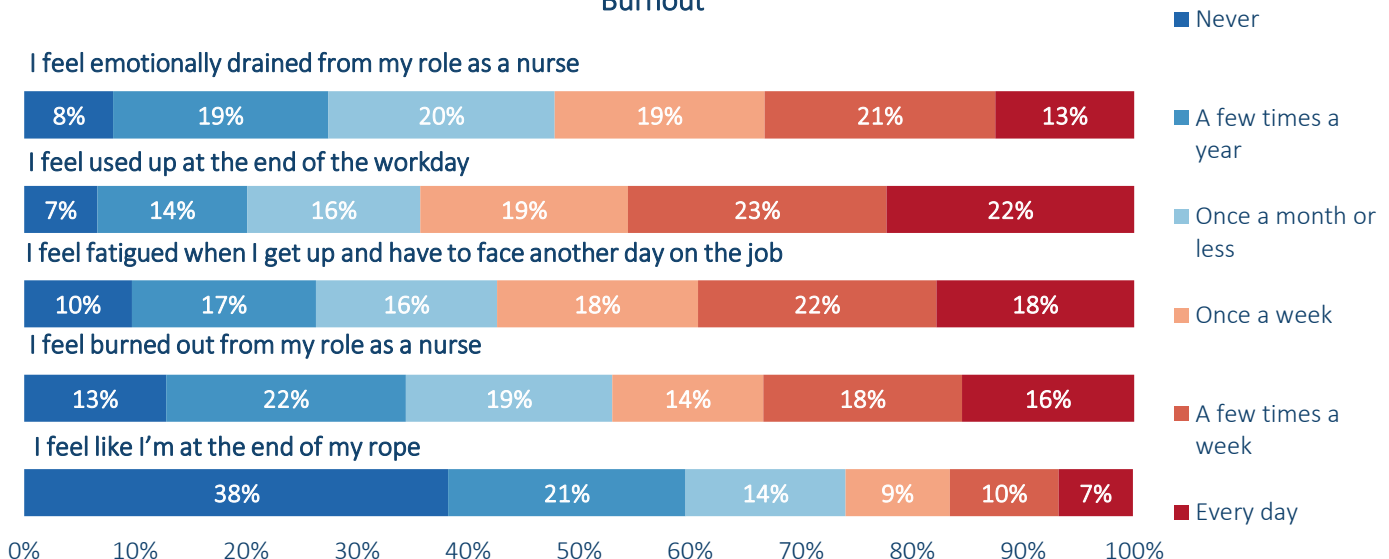
JOB SATISFACTION & BURNOUT

Nurses were asked to mark the response that best described how frequently they felt the indicated feelings related to their role at their job. Some examples of these feelings included: “feeling emotionally drained after work,” “feeling joy in role,” “feeling satisfied in my role as a nurse,” and “feeling fatigued at the end of the workday.” The figures below report on trends for all Registered Nurses (RNs) and Licensed Practical Nurses (LPNs). Additional analysis and figures on RNs and LPNs can be found in the 2024 Annual Survey of Nurses Report.

Burnout

Nurses were most likely to say, at least a few times a week to every day, they felt used up at the end of the day (45.6%), fatigued when they get up and have to face another day on the job (39.3%), and emotionally drained from their role as a nurse (33.3%).

Burnout

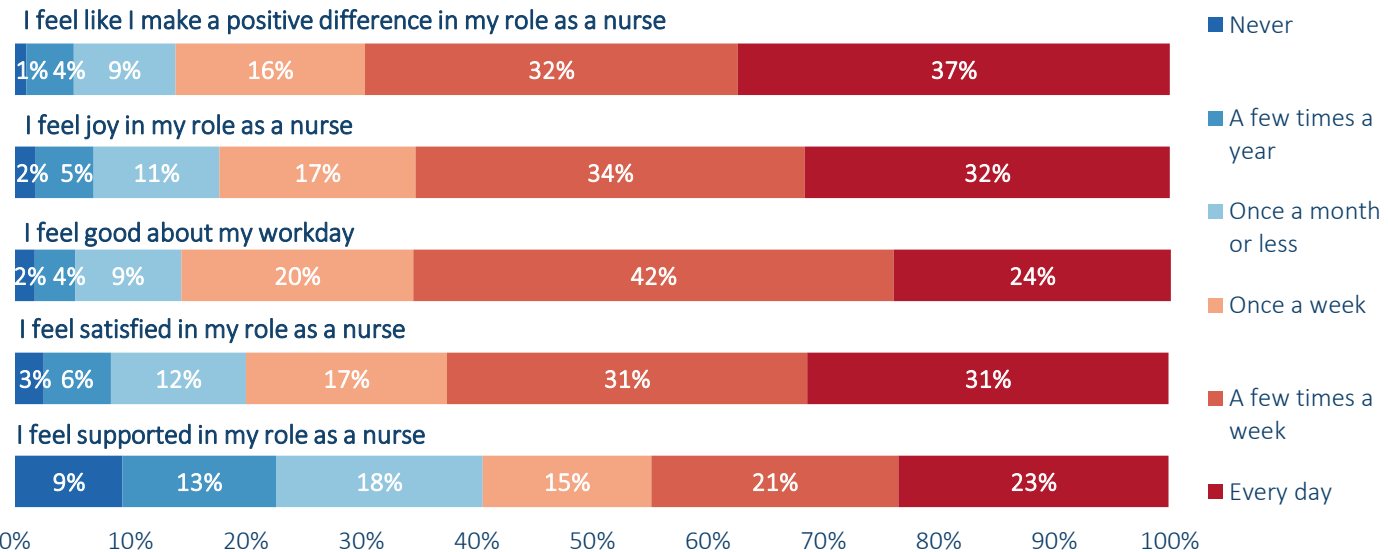


Job Satisfaction, Burnout, and Reasons to Leave Nursing

Job Satisfaction

Nurses were most likely to say, at least a few times a week they feel good about their workday (41.6%), they feel satisfied in their role as a nurse every day (31.2%), they feel like they make a positive difference every day (37.4%), and they feel joy at least a few times a week (33.7%).

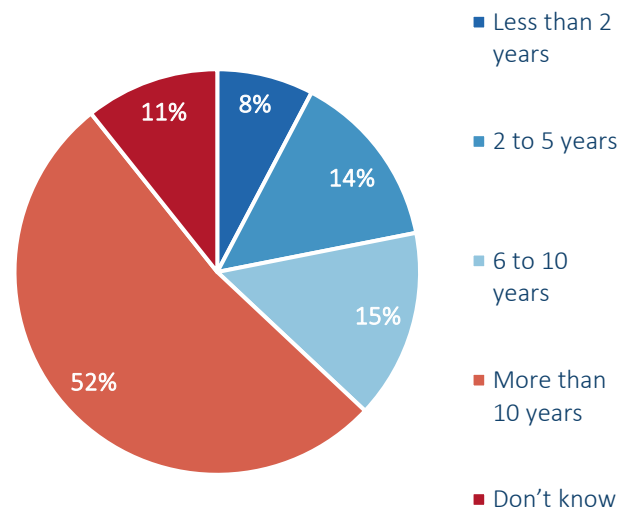
Job Satisfaction



PLANS TO LEAVE NURSING

To assist in projecting the supply of nurses in the future, nurses who were currently working were asked to indicate how many more years they plan to continue working as a nurse. In 2024, about half of nurses (52.3%) estimated that they will continue working as a nurse for more than 10 years. RNs were statistically more likely to indicate that they will continue working as a nurse for two to five years compared to LPNs (14.2% vs. 10.9%; Table 33 in 2024 Survey Report), while LPNs were statistically more likely to indicate that they did not know how much longer they planned to continue working as a nurse (17.2% vs. 10.7%; Table 33 in 2024 Survey Report).

Plans to Leave



Job Satisfaction, Burnout, and Reasons to Leave Nursing

REASON FOR LEAVING NURSING

Among those who indicated that they planned to stop working in five years or less, they were also asked their reason for leaving nursing. In 2024, the main reason for leaving the workforce for all nurses was due to retirement (66.5%), followed by burnout (34.3%) and workload (26.5%). There were no significant differences in the reasons for leaving nurses among RNs and LPNs; however, there were some statistically significant differences based on race (data not shown). Black, Asian, Hispanic, and Arabic nurses were significantly more likely to indicate burnout as their reason for leaving compared to white nurses (46.5%, 45.5%, 63.5%, 53.3% vs. 33.0%, respectively). Black, Hispanic, and Arabic nurses were statistically more likely to leave the workforce due to workload compared to white nurses (34.7%, 48.8%, 39.7% vs. 26.0%, respectively). Hispanic and Arabic nurses were less likely compared to white nurses to indicate they were leaving the workforce due to retirement (36.2%, 26.5% vs. 68.5%, respectively). American Indian nurses were statistically more likely to leave the workforce due to benefits/employer supports compared to white nurses (21.8% vs. 12.7%). Hispanic nurses were statistically more likely to leave due to violence (29.0% vs. 12.2%) and work culture (36.6% vs. 20.5%) compared to white nurses.



Job Satisfaction, Burnout, and Reasons to Leave Nursing

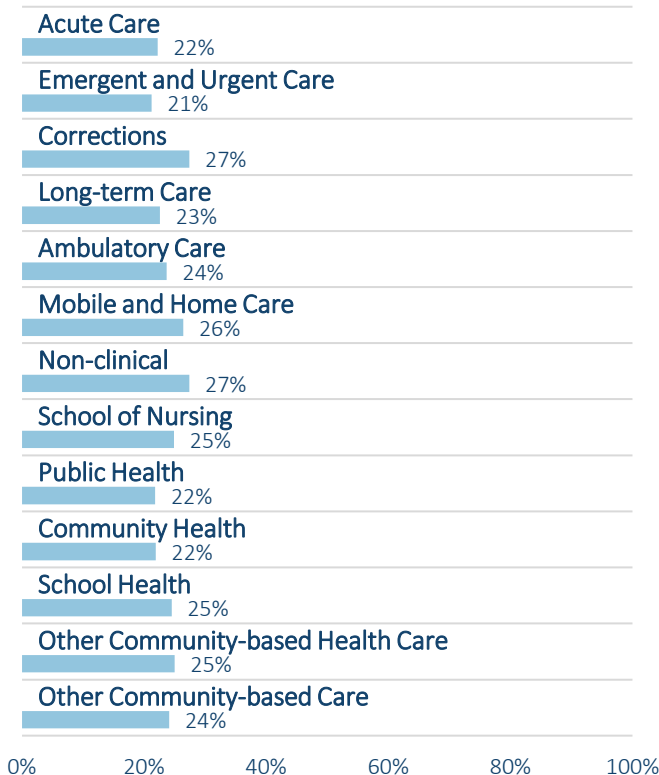
NURSE SETTINGS

Burnout

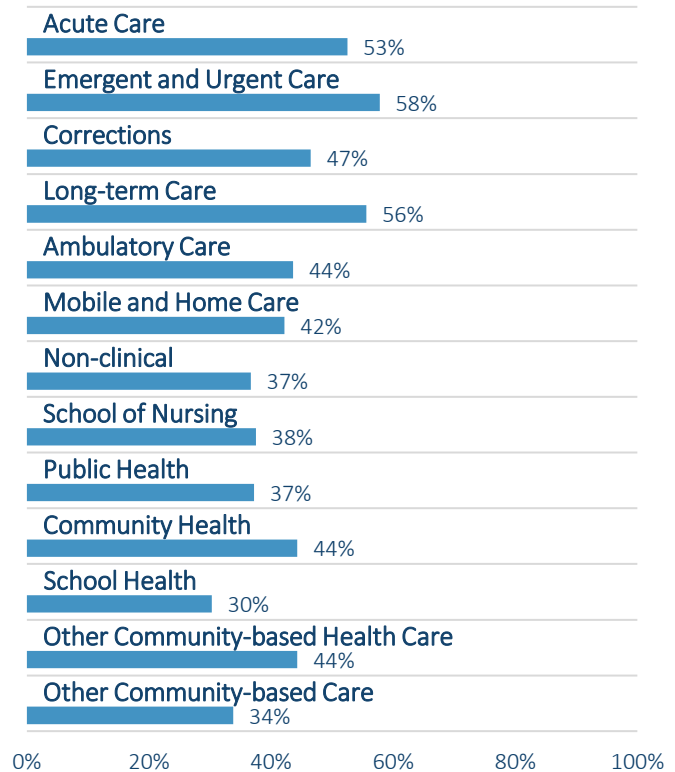
Nurses working in emergent and urgent care (57.8%), long-term care (55.6%), and acute care (52.5%) had the highest percentage of respondents that indicated experiencing burnout at least once a week. Those working in emergent and urgent care and long-term care were statistically more likely to experience burnout compared to all other employment settings.

When comparing nurses experiencing burnout at least once a week by practice setting, there was only one significant difference found. RNs working in mobile and home care were statistically more likely to experience burn out at least once a week compared LPNs working in the same setting (45.6% vs. 32.3%; Table 27 in 2024 Survey Report).

Plans to Leave Nursing by Setting



Burnout by Setting



Plans to Leave Nursing

To further explore the supply of nurses in the future, nurses who planned to work five years or less were compared by practice setting. In 2024, the highest percentage of nurses planning on leaving the workforce in the next five years were in corrections settings (27.4%) and non-clinical settings (27.4%). There were no statistically significant difference between settings and plans on leaving the nursing workforce within the next 5 years.

RNs who indicated they plan to work for five years or less were statistically more likely to be in acute care settings compared to LPNs (22.3% vs. 16.9%; Table 34 in 2024 Survey Report).

Job Satisfaction, Burnout, and Reasons to Leave Nursing

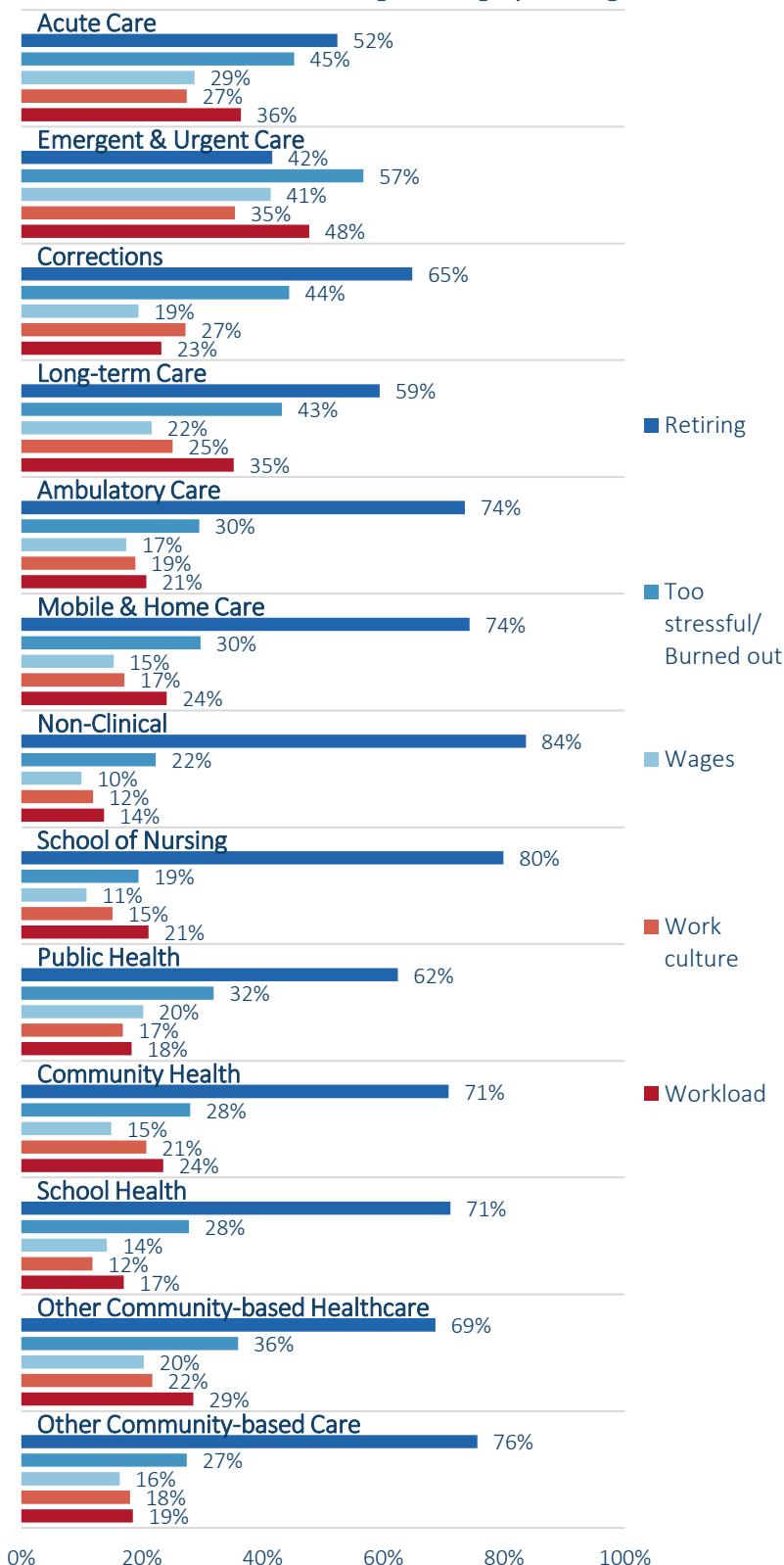
NURSE SETTINGS

Reason for Leaving Nursing

Across almost all settings, retirement was the main reason why nurses indicated leaving the workforce within the next five years (41.6% to 83.6%). For nurses who are in emergent and urgent care settings, the most common reason for leaving was because it was too stressful/they were burned out (56.7%). The second top reason among almost all settings was due to work being too stressful or feeling too burned out (19.4% to 56.7%), except among nurses in emergent and urgent care settings and those working in a school of nursing that indicated workload as their second reason for leaving the workforce (47.7% and 21.1%, respectively).

There were also statistical differences found in other reasons for leaving nursing within the next five years between settings. Those working in emergent and urgent care were most likely to report violence or safety issues (34.3%) compared to all other settings. Wages (41.3%), work culture (35.4%), and workload (47.7%) being a reason for leaving the nursing field was most common among nurses working in emergent and urgent care, and this was significantly greater compared to most other settings. Those working in emergent and urgent care were also most likely to indicate having an undesirable schedule (21.0%) and wanting to leave due to employer supports and benefits not being adequate (26.3%). Leaving the nursing field to care for home or family was highest among those in school health (16.9%), sometimes being as great as three times as high compared to other settings, however, this was not statistically significant.

Reason for Leaving Nursing by Setting



Job Satisfaction, Burnout, and Reasons to Leave Nursing

NURSE POSITIONS

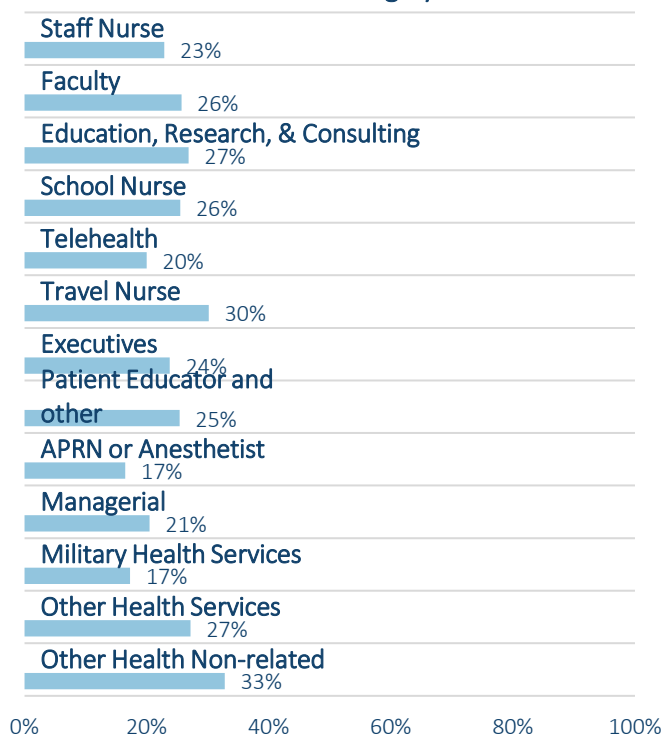
Burnout

Nurses working in a position as a travel nurse (58.3%), in managerial positions (53.1%), and staff nurses (50.6%) had the highest percentage who indicated experiencing burnout at least once a week.

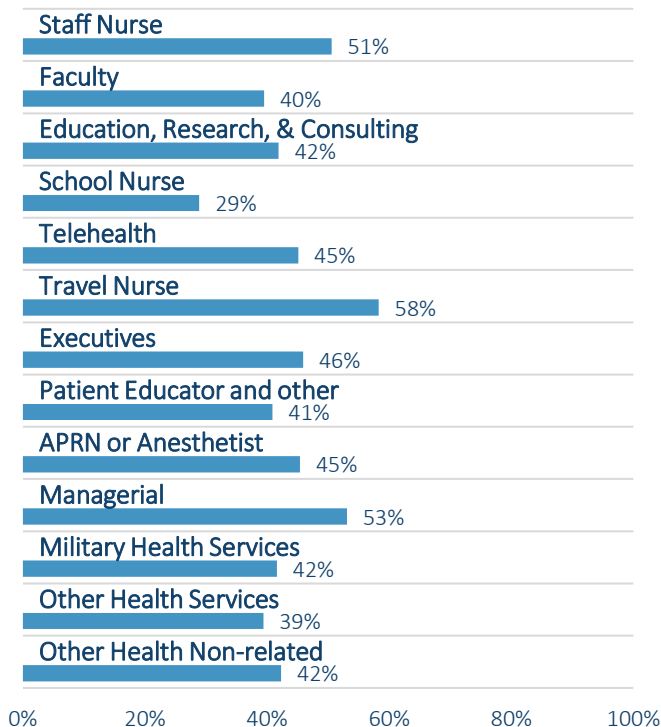
Nurses working as travel nurses were statistically more likely to experience burnout (58.3%) compared to all other positions except for those working in managerial positions (53.1%).

LPNs were statistically more likely to experience burnout at least once a week when working in education, research and consulting compared to RNs (58.7% vs. 41.1%; Table 28 in 2024 Survey Report).

Plans to Leave Nursing by Positions



Burnout by Positions



Plans to Leave Nursing

Nurses who planned to work five years or less were also explored to determine if there were differences based on current position. In 2024, the highest percentage of nurses planning on leaving the workforce in the next five years was in other health non-nursing related fields (32.8%), followed by travel nurses (30.2%). This trend was similar for RNs (32.1% and 31.5%, respectively), while for LPNs, the highest percentage was among those working in education, research, and consulting (30.0%), followed by other health services (26.4%).

Nurses working in other health non-nursing related fields were statistically more likely to indicate leaving the nursing workforce (32.8%) compared to nurses in managerial positions (20.5%), APRN or Anesthetists (16.5%), and nurses working in telehealth (20.0%).

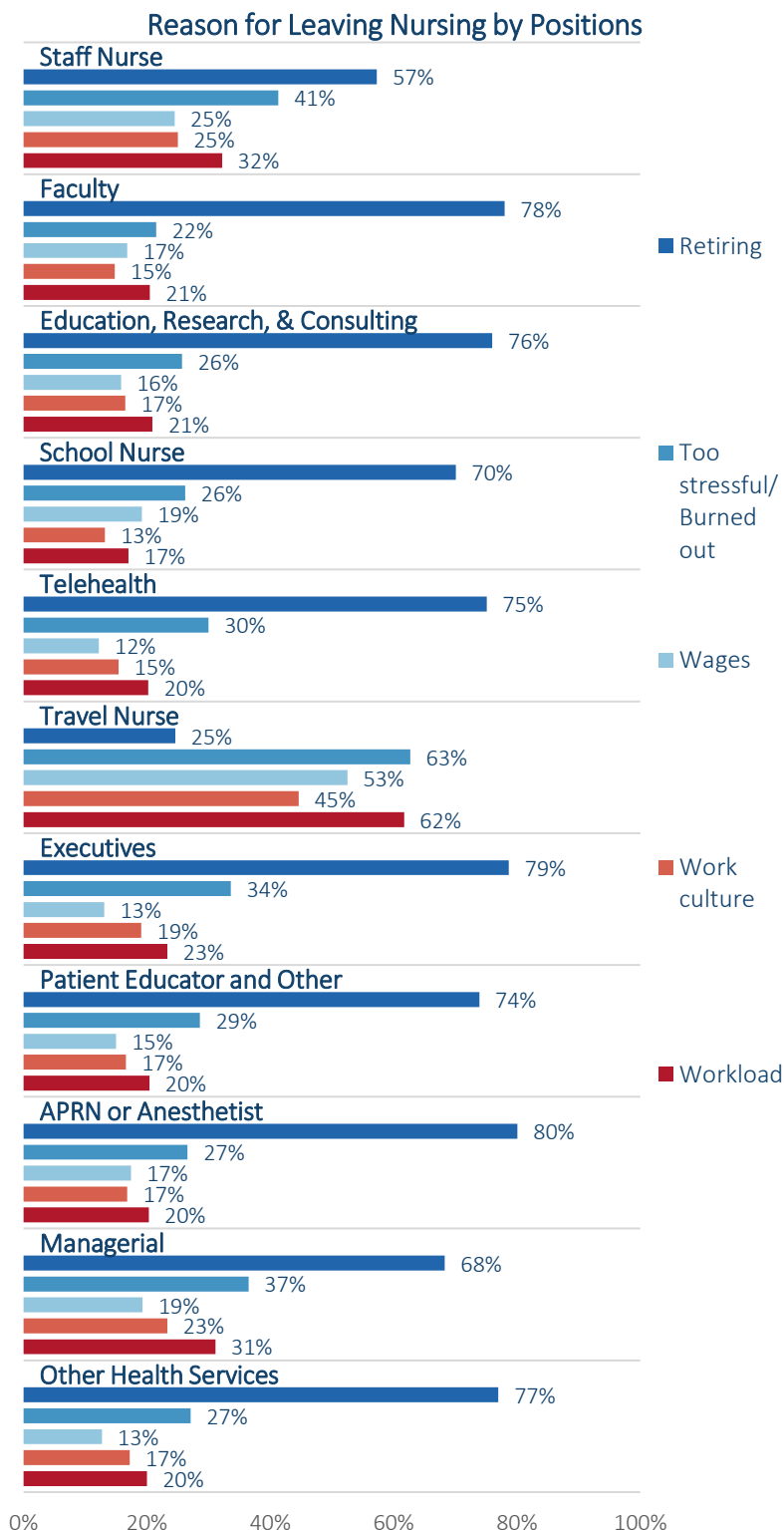
Job Satisfaction, Burnout, and Reasons to Leave Nursing

NURSE POSITIONS

Reason for Leaving Nursing

Nurses in most positions indicated that retirement was the main reason for leaving the workforce (24.6% to 80.1%). The second most common reason among most settings was the job being too stressful or they were burned out. For travel nurses, the most common reason for leaving was because it was too stressful/they were burned out (62.7%), followed very closely by workload (61.7%).

Travel nurses indicated that violence and/or safety issues were a main reason for leaving nursing (38.0%), which was significantly greater when compared to all other positions. Travel nurses were also most likely to indicate wages (52.5%), work culture (44.6%), and workload (61.7%) as a reason for leaving compared to all other positions. Undesirable work schedules (23.9%) and employer benefits and supports (26.2%) were also indicated as reasons for leaving nursing among travel nurses compared to most other positions. Faculty and school nurses indicated that caring for their home or family was a main reason for leaving nursing (15.4% and 16.8%, respectively).



Job Satisfaction, Burnout, and Reasons to Leave Nursing

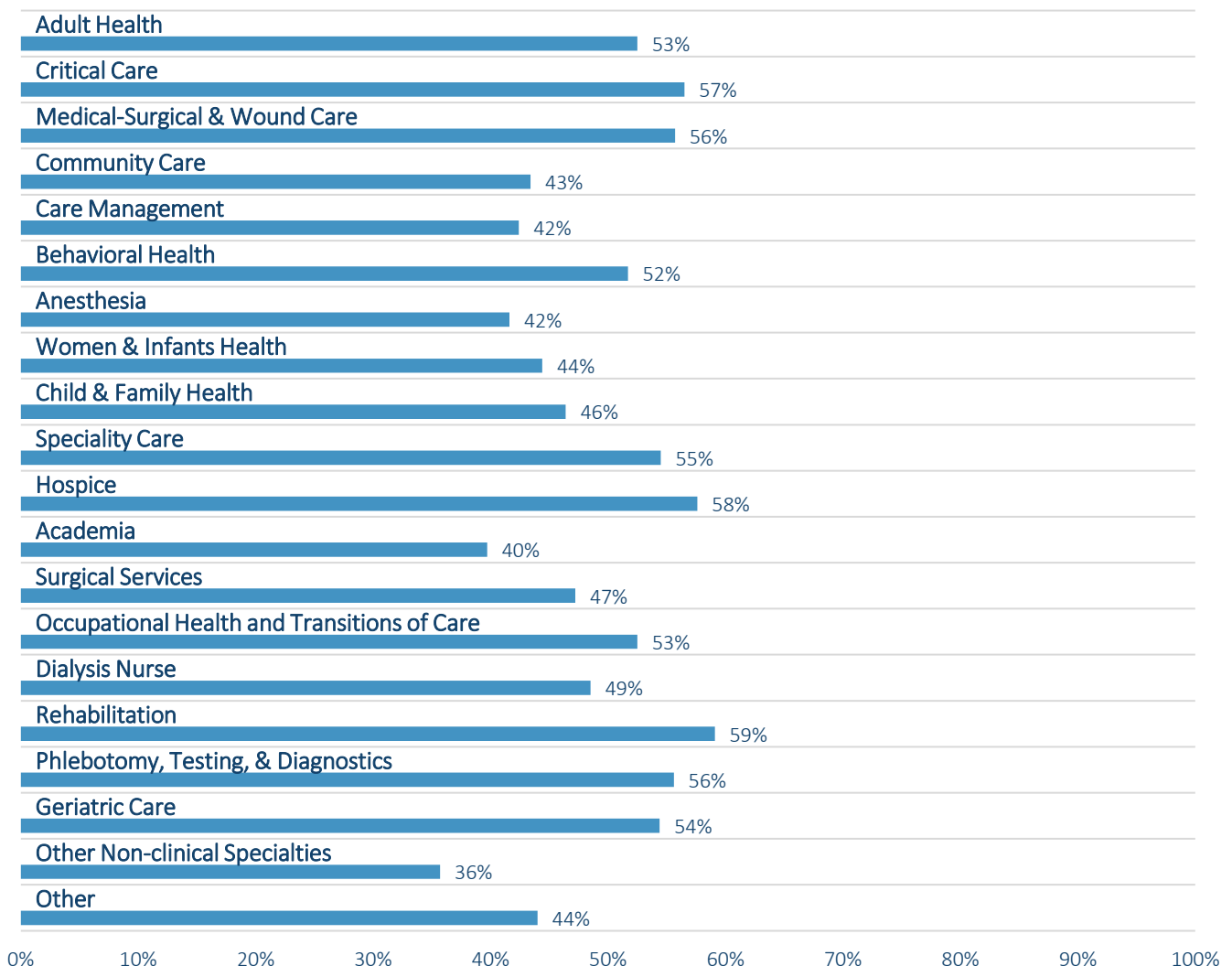
NURSE SPECIALTY

Burnout

Rehabilitation (59.1%), hospice (57.6%), and critical care (56.5%) had the highest percentage of nurses who indicated experiencing burnout at least once a week. Nurses working in rehabilitation were statistically more likely to experience burnout at least once a week compared to most other specialties except for critical care (56.5%), medical and surgical wound care (55.7%), specialty care (54.5%), hospice (57.6%), phlebotomy testing and diagnostics (55.6%) and geriatric care (54.4%).

LPNs were statistically more likely to experience burnout at least once a week when working in academia (70.3% vs. 37.5%; Table 29 in 2024 Survey Report) compared to RNs. RNs were statistically more likely to experience burnout at least once a week when working in child and family health (47.9% vs. 36.7%; Table 29 in 2024 Survey Report) compared to LPNs.

Burnout by Specialty



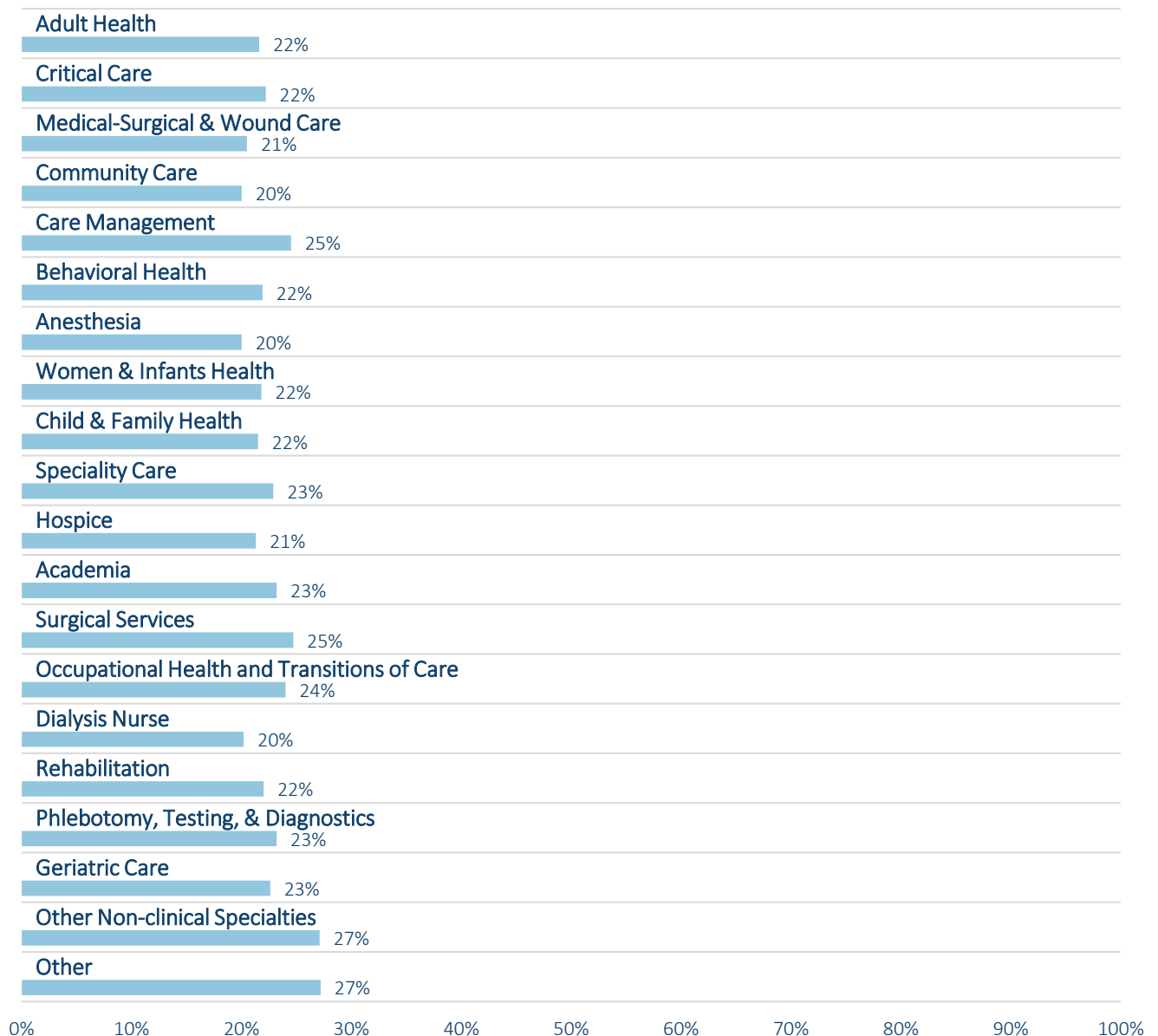
Job Satisfaction, Burnout, and Reasons to Leave Nursing

Plans to Leave Nursing

Among nurses in 2024, the highest percentage of nurses planning on leaving the workforce in the next five years were in other specialties (27.2%), followed by other non-clinical specialties (27.1%) and surgical services (24.7%).

RNs were statistically more likely to indicate planning on leaving the workforce in the next five years in critical care settings (22.6% vs. 6.2%; Table 36 in 2024 Survey Report), and specialty care settings (23.5% vs. 12.1%; Table 36 in 2024 Survey Report).

Plans to Leave Nursing by Specialty



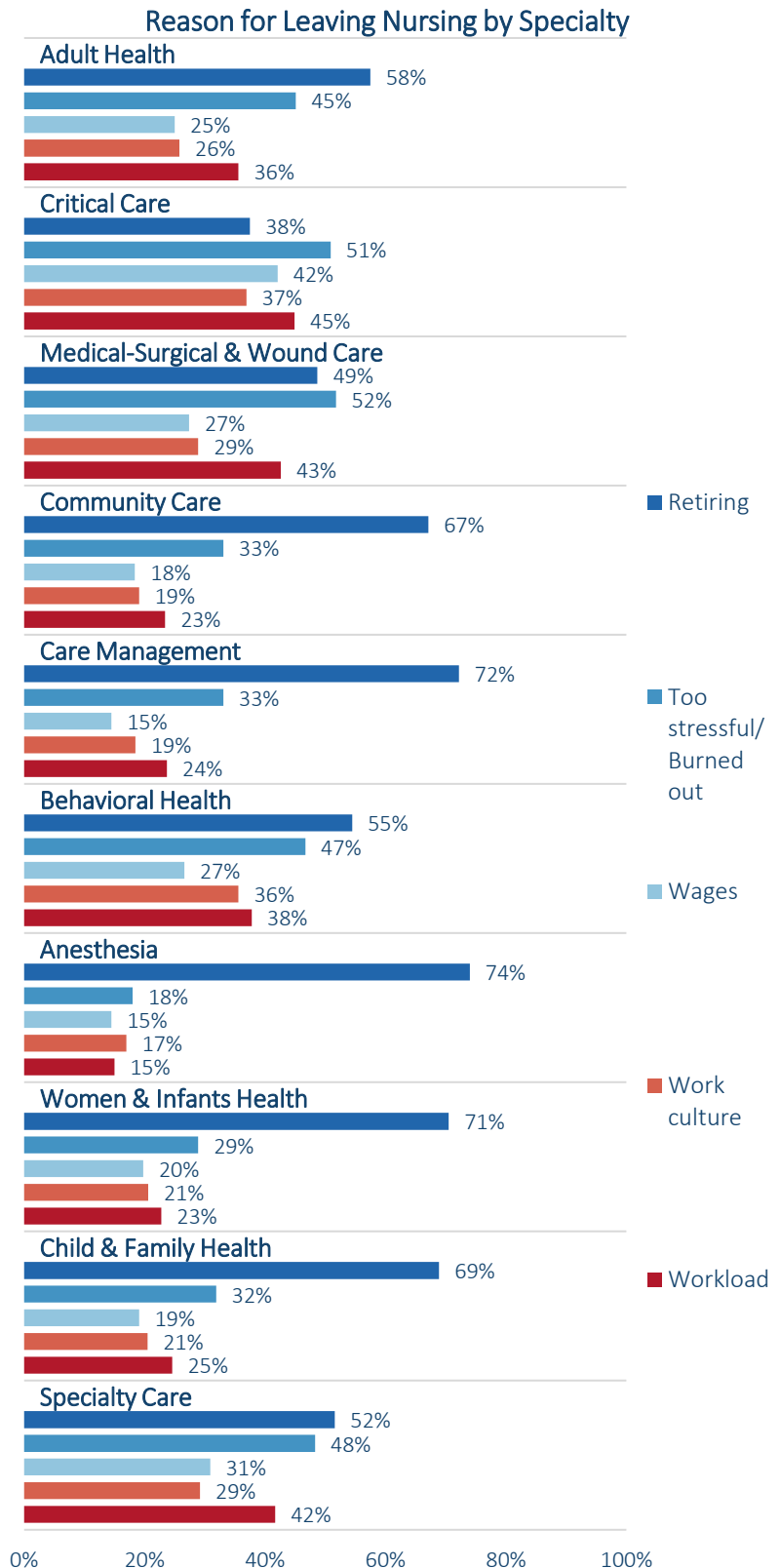
Job Satisfaction, Burnout, and Reasons to Leave Nursing

NURSE SPECIALTY

Reason for Leaving Nursing

Similar to the trends in settings and positions, retirement was the main reason why nurses indicated leaving the workforce within the next five years across most specialties (37.5% to 84.0%). For nurses in critical care and medical-surgical and wound care, the most common reason for leaving was because it was too stressful/they were burned out (50.9% and 51.8%, respectively). The second most common reason for leaving for most nurses was because it was too stressful or they were burned out, except for medical-surgical and wound care which had retiring as their second main reason (48.7%), and critical care which indicated workload (44.9%) as their second main reason.

Nurses working in critical care were most likely to indicate wages (42.1%) and workload (44.9%) were a reason for leaving the nursing workforce compared to other specialties. Violence or safety issues were most likely to be experienced by nurses working in critical care (28.9%) and behavioral health (26.2%) compared to other specialties (data not shown).



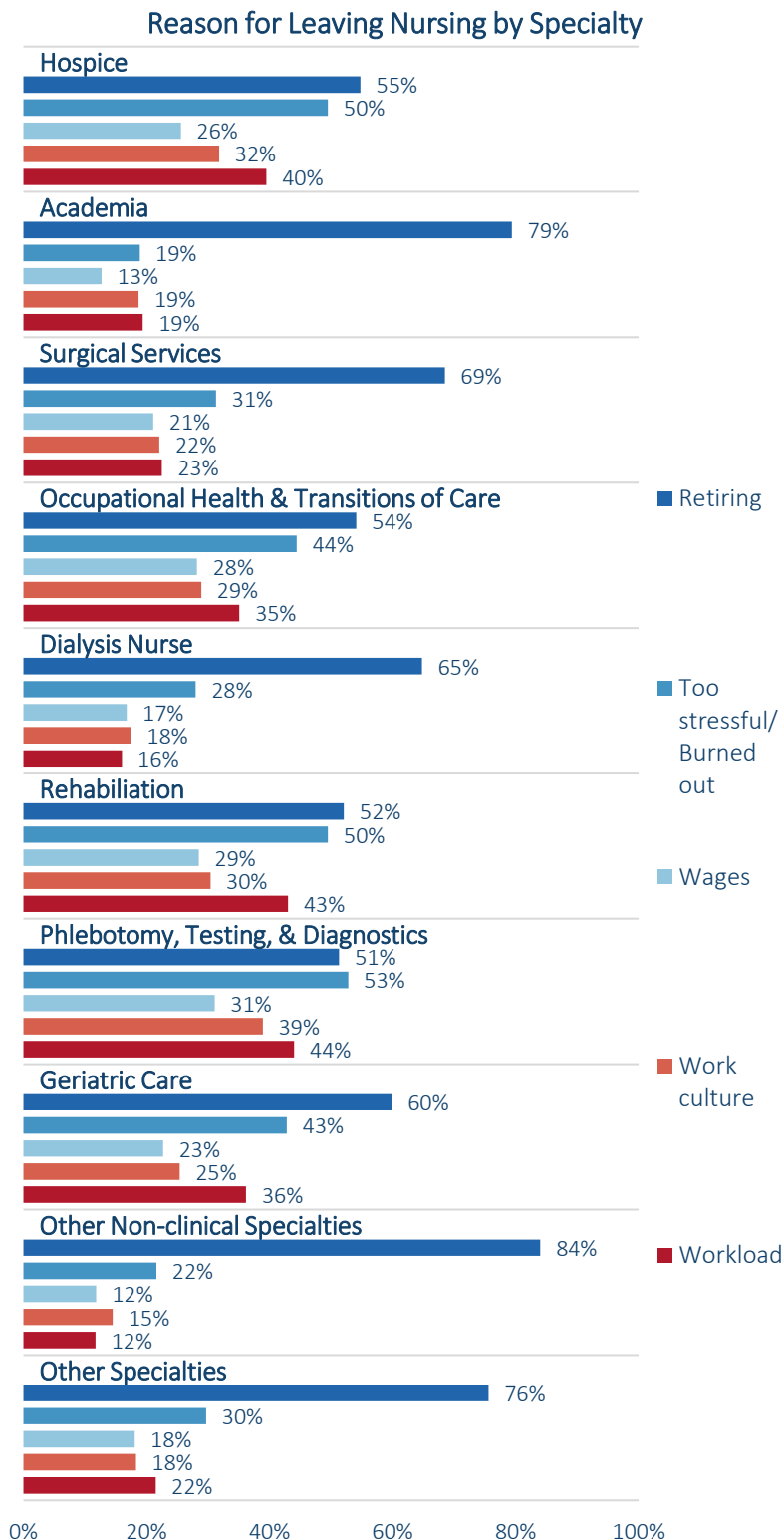
Job Satisfaction, Burnout, and Reasons to Leave Nursing

NURSE SPECIALTY

Reason for Leaving Nursing

As stated on the previous page, retirement was the main reason why nurses indicated leaving the workforce within the next five years across most specialties (37.5% to 84.0%). The second most common reason for most nurses leaving the nursing workforce was because it was too stressful, or they were burned out. For nurses in phlebotomy, testing, and diagnostics, the most common reason for leaving was because it was too stressful/they were burned out (52.8%), followed by retiring as their second main reason (51.3%).

Nurses working in phlebotomy, testing and diagnostics were most likely to say that work culture (38.9%) was a reason for leaving the workforce compared to other specialties. Nurses in other non-clinical specialties indicated that caring for their home or family was a main reason for leaving nursing (15.8%).



Conclusion

In the 2024 Survey of Michigan Nurses report, nurses reported feelings related to their roles, such as emotional exhaustion and job satisfaction. RNs frequently felt used up at the end of the day (45.6%) and emotionally drained (33.3%), while also feeling satisfied in their roles (31.2%) and making a positive difference (37.4%). About half of the nurses who responded to the survey plan to continue working for more than ten years, with RNs more likely to continue for two to five years compared to LPNs. The main reasons for leaving the workforce within five years include retirement (66.5%), burnout (34.3%), and workload (26.5%). Burnout was most prevalent among nurses in emergent and urgent care, long-term care, and acute care settings; travel nurses, managerial positions, and staff nurses; rehabilitation, hospice, and critical care specialties. The main reasons for leaving the workforce across most specialties were retirement and burnout.



ADDITIONAL INFORMATION

For additional information related to the 2024 Survey of Michigan Nurses results, past years' reports, and data produced from Michigan's nurse licensure data, please visit minurse.org. For questions or comments related to the content presented in this report, please contact Christopher Wojcik, Associate Program Director, Michigan Public Health Institute (cwojcik@mphi.org).

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