tumult should be considered when designing and testing interventions to improve sleep quality among LTC residents with dementia.

**FACTORS INFLUENCING RETENTION INTENTION OF NURSES AT LONG-TERM CARE HOSPITALS IN KOREA**

So Young Shin,1 and Joo Hee Kim,2, 1. Inje University, Busan, Pusan-jikbalsi, Republic of Korea, 2. Busan Hangun Hospital, Busan, Pusan-jikbalsi, Republic of Korea

*Purpose:* This study aimed to investigate the levels and correlations of role conflict, nursing professionalism, nursing work environment and retention intention, and the factors influencing retention intention of nurses at long-term care hospitals.

*Methods:* The subjects included 183 nurses at nine long-term care hospitals in one metropolitan city in Korea. A set of self-reported questionnaires was administered to assess general characteristics, role conflict, nursing professionalism, nursing work environment, and retention intention of the subjects. Collected data was analyzed using descriptive statistics, t-tests, one-way ANOVA, Pearson correlation coefficients, and multiple linear regression.

*Results:* 183 subjects with a mean (±SD) age of 41.66 (±12.29) years were included in the final analyses. Retention intention had a significant positive correlation with nursing professionalism (r=.39, p<.001) and nursing work environment (r=.51, p<.001). Nursing work environment had a significant negative correlation with role conflict (r=-.30, p<.001) and a significant positive correlation with nursing professionalism (r=.48, p<.001). In the final multiple regression analysis, the factors influencing retention intention of subjects were number of beds (β=-.15 p<.026), nursing professionalism (β=.19, p=.007) and nursing work environment (β=.36, p<.001). The explanatory power of number of beds, nursing professionalism and nursing work environment on retention intention was 34.0% (F=16.66, p<.001).

*Conclusion:* Improving nursing professionalism and nursing work environment of nurses at long-term care hospitals will ultimately enhance their retention intention and positively impact on the quality of gerontological nursing service.

**FAILURE TO THRIVE: NURSING HOME STAFF EXPERIENCES IN CARING FOR RESIDENTS DURING THE COVID-19 PANDEMIC**

Yu-Ping Chang,1 Audriannna Raciti,2 Cristina de Rosa,1 Margaret Doerzbacher,1 Yanjun ZHou,1 Chia-Hui Chen,1 and Amy Lyons,1 1. University at Buffalo, Buffalo, New York, United States, 2. University at Buffalo, 7168292015, New York, United States

Nursing home residents and staff have accounted for roughly 40% of Coronavirus-related deaths in the U.S. The burden of caring for vulnerable residents coupled with isolation policies has taken a significant emotional toll among direct health care staff in long term care facilities. This study explores nursing home staff’s experiences in caring for residents during the COVID-19 pandemic. A qualitative descriptive approach with a semi-structured guide was used to conduct individual interviews. We recruited nursing home staff employed during the COVID-19 pandemic in long term care facilities located in New York State. Interviews were recorded, transcribed verbatim, and then analyzed using Braun and Clarke’s Reflexive Thematic analysis. Twelve nursing home staff were interviewed. Participants consistently refer to failure-to-thrive as an extremely concerning problem because many residents demonstrate decreased appetite and poor nutrition, inactivity, and depressive symptoms due to social isolation. They also often feel frustrated and overwhelmed due to uncertainty and shortages of staff. Five main themes were identified, including doing their best to manage residents’ failure-to-thrive, working as a team, keeping family members informed and connected, struggling to balance competing personal and professional demands, and needing support to reduce stress and build strength. Our study findings indicate that nursing home staff experienced a high level of stress and identified failure-to-thrive caused by isolation and loneliness as a common phenomenon among nursing home residents during the COVID-19 pandemic. Interventions are urgently needed to reduce isolation and loneliness in nursing home residents and to provide support for staff.

**HUMAN CAPITAL AND EMPLOYMENT OUTCOMES AMONG FOREIGN EDUCATED AND US NURSES WORKING IN LONG TERM CARE**

Roy Thompson,1 Susan Silva,1 Kirsten Corazzini,2 Thomas Konrad,3 Michael Cary, Jr.,1 and Eleanor McConnell,4 1. Duke University, Durham, North Carolina, United States, 2. University of Maryland School of Nursing, Baltimore, Maryland, United States, 3. University of North Carolina at Chapel Hill, Chapel Hill, North Carolina, United States, 4. Duke University School of Nursing, Durham, Carolina, United States

Employing Foreign Educated Nurses (FENs) helps address Registered Nurse (RN) shortages in long-term care (LTC) in the United States (US). However, examination of factors explaining differences in their employment outcomes relative to US Educated Nurses (USENs) is limited. This study uses 2018 National Sample Survey of Registered Nurses data to compare income, work hours, job satisfaction, and human capital, defined as personal characteristics (knowledge, work experience) and behaviors (job mobility), of FENs and USENs working full-time in LTC. A human capital score, consisting of highest nursing education, skill certifications, state licensures, years of experience, multi-state employment history, and multi-lingual status was constructed. Covariates included nurse demographics, direct care role, and ability to practice to full scope. Covariate-adjusted group differences in employment outcomes and human capital were compared using ANCOVA and logistic regression. Mediation analyses explored whether human capital explained FEN vs USEN differences. FENs earned higher hourly wages (p=0.0169), worked fewer hours annually (p=0.0163), and reported greater human capital (p<.0001) compared to USENs. FENs and USENs, however, had similar annual salaries (p=0.3101) and job satisfaction (p=0.1674). Human capital mediates FEN vs USEN effects on hourly wages but not annual work hours. FENs’ higher levels of human capital partially account for FEN vs USEN differences in hourly wages. Application of the human capital concept advanced our ability to examine differences in employment outcomes and highlight aspects of the value that FENs contribute to LTC settings.