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# The Aging Workforce: An Analysis of Workplace Injuries of Nursing Assistants Employed in a Long-Term Care Setting

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ONLY COVER PAGES AND ABSTRACT ARE AVAILABLE AT THIS TIME

THE AGING WORKFORCE: AN ANALYSIS OF WORKPLACE INJURIES OF  
NURSING ASSISTANTS EMPLOYED IN A LONG-TERM CARE SETTING

A Dissertation

Submitted to the School of Graduate Studies and Research

in Partial Fulfillment of the Requirements for the Degree

Doctor of Philosophy

Darlene Farren Piazza

Indiana University of Pennsylvania

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Indiana University of Pennsylvania  
School of Graduate Studies and Research  
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We hereby approve the dissertation of

Darlene Farren Piazza

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Title: The Aging Workforce: An Analysis of Workplace Injuries of Nursing Assistants Employed in a Long-Term Care Setting

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As the nation's population ages at an unprecedented rate, so too does the American workforce. This has sparked significant interest in relation to the impact that the aging workforce will have on American businesses. The high cost of workers' compensation claims in a competitive market has caused employers to seek greater control over costs associated with workplace injuries. This scenario is all too familiar to long-term care facilities that currently struggle with injury rates double the rate of non-healthcare private industry settings. In addition, nursing assistants, who comprise the majority of the workforce in these facilities, consistently rank high among occupational groups with the highest rate of workplace injuries.

This study examined the relationship among age, injury, and length of service among nursing assistants employed in a long-term care setting. It employed a quantitative methodology utilizing secondary data sources. Various bivariate, multivariate regression, and correlation analyses were used to determine if age is a factor to injury in terms of occurrence and severity and if a correlation exists between length of service and injury.

The findings of this study revealed that age is not a factor in relation to risk or severity of workplace injuries in this sample. However, length of service significantly impacts the occurrence and number of workplace injuries experienced. The results of this study emphasize the need for long-term care organizations to focus on and devote resources to on-going safety education and training to tenured nursing assistants in an effort to enhance injury prevention and thereby decrease organizational costs related to workplace injuries.