Research Paper...

EFFECTIVENESS OF SIMULATION-BASED TRAINING FOR FRESH NURSE GRADUATES TO IMPROVE JOB-READINESS AND JOB CONFIDENCE IN THEIR FIRST APPOINTMENT AS STAFF NURSE.

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Abstract

The question that laid the foundation of this study was "whether simulation-based training for fresh nurse-graduates improves job readiness and job confidence in their first appointment as a staff nurse?" The participants of this study were 115 nurses hired to work at a super specialty hospital in the NCR (National Capital Region) area of India. This descriptive study investigated the degree of change in self-confidence, as measured by a self-rated tool designed by the investigators among newly-hired fresh graduate nurses before and after attendance in a simulation laboratory. The modules in the learning laboratory included skills, identified by the host hospital as essential in the work place. The analysis of self-rating before and after attendance in the learning modules in the simulation laboratory demonstrated a significant difference between the mean pre (3.09) and post (4.52) self confidence scores. This indicated a significant increase in self-confidence after simulation based training.

Key words: Simulation-based training, Self-confidence, Nursing orientation, Fresh nurse graduate, NCR (National Capital Region).

Introduction

The delivery of nursing care under the supervision of a clinical instructor differs, for several reasons, from the independent practice of nursing once students graduate and work in the clinical setting. To ensure patient safety, it is thus imperative that nurses transitioning from a supervised academic setting, to the actual and independent practice in the clinical environment, be adequately prepared during job orientation. This involves assisting them in their transition to independent practice by planned educational programs that aims to increase their confidence levels, recognize and resolve disparities in the ideal versus the actual culture of work, and develop clinical judgment.

Deficiencies in clinical judgment of fresh nurse graduates on their first jobs as staff nurses may be due to several intervening factors such as, insufficient exposure to actual and live patients during their academic residence in a nursing program, differences in procedural steps borne out of the ideal taught in a nursing program versus the actual institution-based idiosyncrasies, lack of self-confidence in performing specific nursing functions based on the fear of committing life-threatening mistakes in a real-life nursing situation, and anxiety in failing to articulate previous theoretical learning to an actual patient-case scenario.

On-the job orientation aims to assist the fresh nurse graduate to transition from an academic-based theoretical culture to a job-culture and real-world practice of nursing. Thus, orientation programs must focus on developing skills necessary to function as a clinician in the actual work setting. For this reason, clinical simulation is a vital component of work orientation and job enculturation. This allows the graduate nurse, new to the work culture, to develop confidence in performing skills as close-to-life patient