



Nursing induction- at Pondicherry Institute of Medical Sciences

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Abstract

This study was undertaken to know the knowledge level of 30 newly joined staff nurses after their nursing induction. The sampling technique used was purposive sampling. The findings showed that majority got 90% of knowledge after induction & all of them expressed the programme was effective.

Keywords: Induction, Knowledge, staff nurses.

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Introduction

Induction training is a form of introduction for new employees in order to enable them to do their work in a new profession or job role within an organization. Induction training is systematic training. Purpose of induction. An effective induction ensures that new staff can quickly learn the policies, processes and practices. The features of induction training include: Training is part of the organizations overall planning process and is in line with its goals. These goals are to:

- Create a positive atmosphere
- Address any new job concerns
- Increase comfort level and feeling of belonging
- Increase knowledge of the organization and its procedures and policies
- Share organizational values
- Share job specific information

Elements of successful induction training- New employees need to know the organization – its culture, people and their role, Proper Timing, Proper Induction plan, Proper Communication, Proper Distribution and Preparation checklist. A review of in service training identified a need for individual skills induction to guide nurses' knowledge and provide a format for ongoing career enhancement. This model integrates the personal development review and planning process in the context of the Knowledge and Skills Framework, and provides a format for ongoing career development.

Need for the study

In many a hospitals induction programme for

the staff nurses is a neglected area even though a very few reputed institutions have it. At PIMS the Nursing service core committee decided to have 2 weeks of induction programme for the new staff nurses who joined at PIMS. This 2 weeks programme was planned with components like physical orientation, Basic procedures protocols, Basic Life support, Hospital Information System (HIMS), Infection control practices, Medico legal issues, Pondicherry Emergency Ambulance Retrieval services (PEARS), personnel policies & value education. The Nursing Administration department is responsible for coordinating and supporting the rolling out of the new induction and development programme. The structured schedule was made for the 2 weeks which was knowledge and skill based sessions. After induction nurses' knowledge was assessed & feedback was taken from the nurses to evaluate the induction program me.

Statement of the Problem

A study to assess the knowledge of new Staff nurses after induction in selected hospital Puducherry

Objectives

- To assess the knowledge of staff nurses after induction
- To evaluate the effectiveness of induction programme

Methodology

Research approach adopted for the study is evaluatory approach. Research design was Quasi one group post test design. The study was conducted in Pondicherry Institute of Medical Sciences, Puducherry. The sample consists of 30 newly joined staff nurses selected by Purposive sampling.

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Results & Discussion

I, The knowledge gain of the staff nurses after the induction is among 30 ,majority 17 got 90%, 4 nurses

got 80 % & 7 nurses got 100% respectively.

II, Fig 1 Evaluation of the induction programme by the Nurses attending induction.

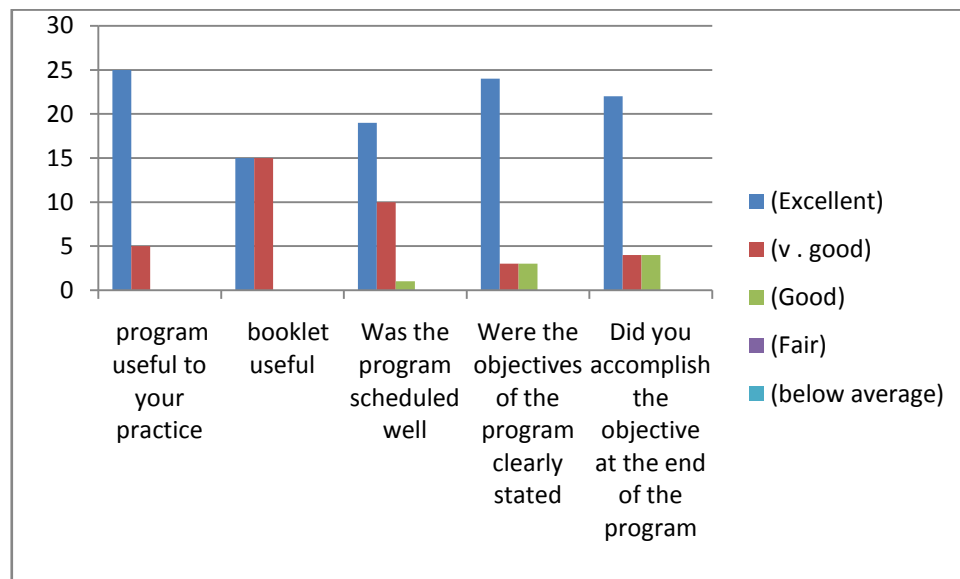


Fig 1

Implications for practice

Organizational benefits:

- Mandatory and statutory requirements are met and monitored;

Personal benefits:

- Individual career development and progression;
- It provides a basis for professional portfolio
- Improved skills mean improved confidence and ability and the capacity to deliver enhanced care and treatment

Wider benefits

- The programme is intended to be easily transferable to other trusts or health boards and organizations;
- It can be adapted to suit and reflect the knowledge and skills needs of other disciplines.

Conclusion

The programme is flexible design that means any new skills nurses need to develop in the future can be added as required; it is comparatively simple and easy to use and its multiple uses makes it an efficient means of inducting nurses. Structured training and an induction that focuses on providing a quality nursing service that offers increased protection for both staff and patients.

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