

Nurse Leaders' Perceptions of the Preparedness of Novice Registered Nurses

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Introduction

Novice registered nurses are faced with a myriad of challenges during the transition to professional practice. While healthcare agencies and schools of nursing have worked diligently to improve the transition, some graduates are still unprepared.

Statement of Problem or Question

Much of the literature investigating the transition from student nurse to novice registered nurse has been focused on the perceptions of graduate nurses.

Recommendations

Recommendation	Rationale
Anti- Bullying Seminars	Bullying is still prevalent in the healthcare industry
Implementation and Enforcement of Civility Policies	Bullying policies need to be developed so healthcare professionals can be held accountable for their actions.
Nurse Specific Orientation/Mandatory 12 week orientation	RNs need orientation designed to their specific knowledge, skill set, and experience level. Novice RNs should receive a mandatory 12-week orientation period.
Require a Nurse Residency Program for all Novice RNs	Literature has suggested nurse residency programs have increased nurse and patient satisfaction
Incorporate Financial Classes into Orientation	Novice RNs are having difficulty managing the adjusted salary and new expenses.
C-Suite Rounding/Involvement	Support is needed at all levels of the healthcare industry, especially from administration.
Develop a Support Line for Novice RNs	Novice RNs need support and resources to help plan and manage patient care.

Objectives of Program/Intervention

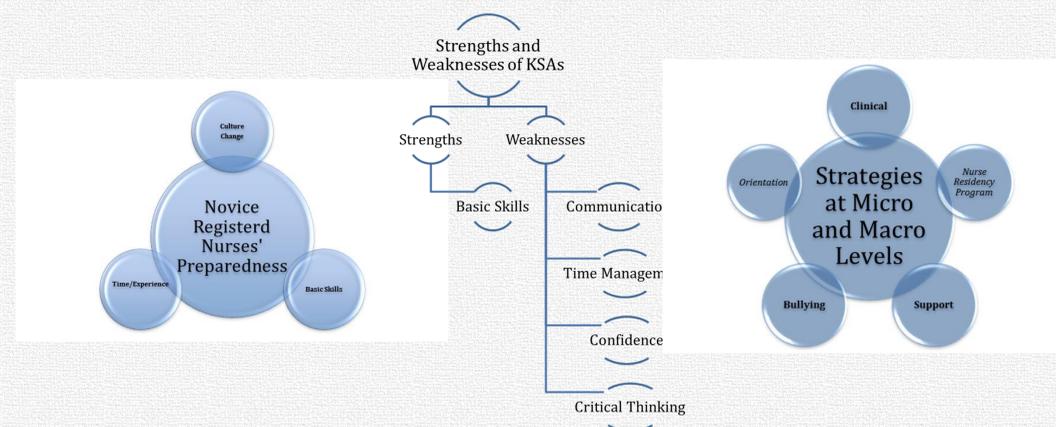
Following the poster presentation, the learner will be able to:

1. Describe the perceptions of novice registered nurses preparedness to practice as direct care providers
2. Discuss Recommendations to ease the transition from graduate nurse to novice registered nurse

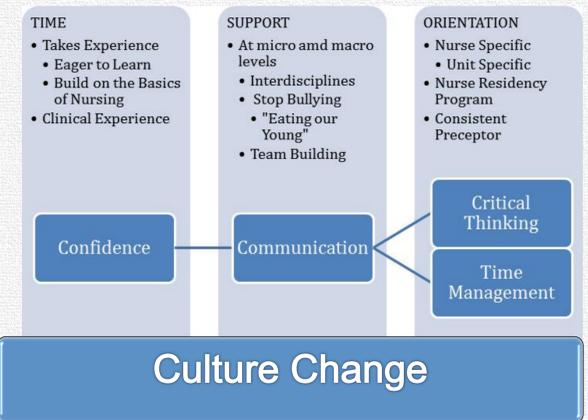
Description of Study

- Gain current understanding of nurse leaders' perceptions of novice registered nurses preparedness to practice as direct care providers
- Specifically to identify and understand
 - Knowledge, skills, and attitudes (KSAs) perceived as strengths and areas needing improvement
 - Experience with proven and innovative strategies
- Recommendations for the nursing profession

Findings to Date



Key Lessons Learned



Questions

Research Questions	Interview Questions
1. What are nurse leaders' perceptions of the preparedness of novice RNs as direct care providers in an acute care hospital?	1. What specific KSAs are strengths? 2. What specific KSAs need improvement? 3. What is your experience with proven strategies for facilitating transition from student to licensed RN (e.g. tested and proven strategies)? 4. What innovative strategies should be tested for facilitating transition from student to licensed RN (e.g. not yet proven strategies)?
1. What are nurse leaders' perceptions of strengths and areas needing improvement related to novice RNs' knowledge, skills, and attitudes (KSA) as direct care providers in an acute care hospital?	1. What specific KSAs are strengths? 2. What specific KSAs need improvement?
1. What are nurse leaders' perceptions of proven and innovative strategies implemented to ease the transition of novice RNs, at micro and macro levels?	3. What is your experience with proven strategies for facilitating transition from student to licensed RN (e.g. tested and proven strategies)? 4. What innovative strategies should be tested for facilitating transition from student to licensed RN (e.g. not yet proven strategies)? 5. What are your recommendations to the C-suite for issues around transition to practice (e.g. CEO, COO, CNO, and CFO)? 6. What are your recommendations to the nursing profession at-large for issues around transition to practice? 7. What are your recommendations to the healthcare industry for issues around transition to practice?

References

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