

**Title:**

Predictors of Culture Competence Among Registered Nurses

**Korto L. Scott, EdD**

Department of Nursing, Lehman College, City University of New York, Bronx, NY, USA

**Session Title:**

Leadership Posters Session 2

**Keywords:**

competence predictors, culture and nursing care

**References:**

Almutairi, A, McCarthy,&Gardner (2015). Understanding Cultural Competence in a Multicultural Nursing Workforce Registered Nurses' Experiences in Saudi Arabia *Journal of Transcultural Nursing*, Vol. 26 (1) 16-23. Retrieved from journals.sagepub.com

Mobula,L, Okoye,M, Boulware,E,Carson,K, Marsteller,J &Cooper, L (2015). Cultural Competence and Perceptions of Community Health Workers' Effectiveness for Reducing Health Care Disparities *Journal of Primary Care & Community Health*, Vol. 6(1) 10-15 Retrieved from journals.sagepub.com.

Leininger.M. (1995). *Transcultural nursing: Concepts, theories, research and practice* (2<sup>nd</sup> ed.). New York: McGraw-Hill.

**Abstract Summary:**

This study examined attitudes of cultural competence of registered nurses who received their initial nursing education from associate degree community colleges nursing programs. There were 156 participants; nevertheless, at the time of this study, they were enrolled in registered nurse pathway bachelors degree nursing programs.

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Identify the three major variables variables of this study.	The three major variables: Development of cultural competence, Institutional learning experiences in culture care, and Cultural competent care at work setting; included are definitions of these variable.
Identify the strongest predictors of cultural competence care among registered nurses at the work setting.	In this study, there were nine variables evaluated to predict culture competence at the work setting; among the nine, three variables showed significant effect size and they were: classroom, age, and development of culture competence and institutional learning experiences; among these, development of culture competence and institutional learning experiences had the largest effect size; development of culture competence and

	institutional learning experiences caused collinearity relationship during the analysis; therefore resulting in one variable.
--	---

**Abstract Text:**

**Purpose:** The purpose of this study was to examine attitudes of cultural competence of registered nurses who received their initial nursing education from associate degree community colleges nursing programs. There were 156 registered nurses who participated in this study; nevertheless, at the time of this study, they were enrolled in registered nurse pathway bachelors degree programs. There were three major variables of this study: development of cultural competence, institutional learning experiences in culture care, and cultural competent care at work setting. This article is focus on one of the major finding of this study, the predictors of cultural competence at the work setting. **Design and Method:** A five point Likert-Scale type questionnaire which included an opened-ended question was used to collect the data. **Results:** Based on the focus of this article, among the nine variables analyzed, results showed that the combination of two of the variables, development of cultural competence and institutional learning experiences were the strongest predictors of cultural competence at the work setting. **Discussion and Conclusion:** Institutional learning experiences in cultural care and development of cultural competence are vital to the preparation of registered nurses for the work setting. Because it involves acquiring knowledge and understanding about the differences that exist among various patients that are culturally diverse. Being culturally competent is also vital for registered nurses because it may assist with reducing health care disparities among patients from various cultural and ethnic backgrounds. Therefore, nursing programs should integrate into their curricular cultural learning activities and nuances that would promote the development of cultural competence before nurses enter the work setting. Work setting nursing administrators should do the following: survey nurses to identify their learning needs; survey patients' population to identify prefer health needs according to their cultural values; implement educational programs on a ongoing basis to address culturally diverse competent care.