Nursing Preceptors' Perceived Stress and Support, and Their Commitment: A Repeated Measures Study

Wei-Fang Wang, PhD, RN
Nursing Department & Education Center, National Cheng Kung University Hospital, Tainan, Taiwan
Chich-Hsiu Hung, PhD, RN
School of Nursing, Kaohsiung Medical University, Kaohsiung City, Taiwan

Purpose:

The purpose of this study was to examine changes and relationships among new nursing preceptors’ perceived role stress, organizational support, and commitment to their role within six-month period while they first assumed the preceptor role.

Methods:

A longitudinal study with a single group and repeated measures were used in this study. With a convenient sampling, participants were recruited from a medical center in southern Taiwan. The study instruments included the demographic questionnaire, the Preceptor’s Perception of Stress Scale, the Preceptor’s Perception of Support Scale and the Commitment to the Preceptor Role Scale. Data were collected before a preceptor training program, and again after the training program in the second, fourth, and sixth months. Data were analyzed with generalized estimating equation to explore the trend of changes and relationships among the perceived role stress, organizational support and commitment to the preceptor role.

Results:

Nursing preceptors’ perception of organizational support gradually increased significantly during the six-month period. The participants, who were on-job education, assigned as a nursing preceptor by managers of the unit, and who participated in the faculty development classes, perceived higher stress. Participants with teaching experience perceived lower stress and participants without intention to be a preceptor had lower commitment. In addition, the study indicated that predictors of changes in organizational support involved on-job education, assigned to be a nursing preceptor by managers of the unit and educational level of trainees. Preceptors who were on-job education, who were assigned to be a nursing preceptor by managers of the unit, and whose trainees were bachelor degree or above perceived higher change in organizational support. The important predictors of preceptor’s role commitment were organizational support and motivation to be a preceptor. Preceptors with higher perception of organizational support had higher sense of role commitment. Compared with internal motivation, preceptors with external motivation had lower role commitment. Meanwhile, the change of organizational support and intention to be a preceptor were predictors of changes in role commitment. The higher organizational support perceived, the stronger sense of role commitment was found. Compared with participants who had intention to be preceptors, participants who were without intention to be preceptors had higher change in role commitment.

Conclusion:

A positive correlation between preceptors’ sense of role commitment and perceived organizational support, as well as the positive relationship for both changes in role commitment and organizational support. Thus, persistent organizational support not only facilitates preceptor’s role commitment but also has a long-term effectiveness. The future study would explore the interactions between different factors and the trend of their changes over a period of time.
Title:
Nursing Preceptors' Perceived Stress and Support, and Their Commitment: A Repeated Measures Study

Keywords:
commitment, organizational support, and role stress,

References:

Cloete, I. S., & Jeggels, J. (2014). Exploring nurse preceptors' perceptions of benefits and support of and commitment to the preceptor role in the Western Cape Province. *Curationis, 37*(1), #1281, 7 pages. doi:org/10.4102/curationis.v37i1. 1281


Abstract Summary:
This study explored changes and relationships among new nursing preceptor’s role commitment and their demographic characteristics, role stress, and organizational support based on a repeated-measure study design over a six-month period.

Content Outline:

- Introduction
  
  A. Preceptors’ enthusiasm for clinical teaching is due to role commitment, different levels of role stress and organizational support perceived by preceptors will impact their role commitment.
  
  B. Studies with a cross-sectional design are limited to indicate the dynamic change patterns of preceptors’ role stress, organizational support and commitment during their mentoring period.
  
  C. This study was to examine changes and relationships among new nursing preceptors’ perceived role stress, organizational support, and commitment to their role within six-month period while they first assumed the preceptor role.

- Body
  
  A. Method
1. A longitudinal study with a single group and repeated measures were used in this study. With a convenient sampling, participants were recruited from a medical center in southern Taiwan.

2. The study instruments included the demographic questionnaire, the PPStS, the PPSuS and the CPRS. Data were collected before and after the training program 6 months. Data were analyzed with GEE.

B. Results

1. Nursing preceptors’ perception of organizational support gradually increased significantly during the six-month period.

2. The participants, who were on-job education, assigned as a nursing preceptor by managers of the unit, and who participated in the faculty development classes, perceived higher stress. Participants with teaching experience perceived lower stress and participants without intention to be a preceptor had lower commitment.

3. The predictors of changes in organizational support were involved on-job education, assigned to be a nursing preceptor and educational level of trainees. Preceptors on-job education, who were assigned to be a nursing preceptor, and whose trainees were bachelor degree or above perceived higher change in organizational support.

4. The important predictors of preceptor’s role commitment were organizational support and motivation to be a preceptor. Preceptors with higher perception of organizational support had higher sense of role commitment.

5. The change of organizational support and intention to be a preceptor were predictors of changes in role commitment. Compared with participants who had intention to be preceptors, participants who were without intention to be preceptors had higher change in role commitment.

- Conclusion

1. A positive correlation between preceptors’ sense of role commitment and perceived organizational support, as well as the positive relationship for both changes in role commitment and organizational support.

2. Thus, persistent organizational support not only facilitates preceptor’s role commitment but also has a long-term effectiveness.

First Primary Presenting Author

Primary Presenting Author

Wei-Fang Wang, PhD, RN
National Cheng Kung University Hospital
Nursing Department & Education Center
Vice-Director
Tainan
Taiwan

Professional Experience: Dr. Wang received PhD in nursing in 2017 from the Kaohsiung Medical University, Taiwan. Her professional working year is 31 years. She has been Sigma Theta Tau International membership for 26 years. 2017~ present – Vice-Director, Nursing Department, National Cheng Kung University Hospital, Tainan, Taiwan. 2010~ present – Vice-Director, Education Center, National Cheng Kung University Hospital. 1997~ 2010 – Nursing Supervisor, Department of Nursing, National Cheng Kung University Hospital. 1990~ 1997 – Head Nurse, Department of Nursing, National Cheng Kung University Hospital. 1986~ 1990 – Clinical RN, Medical-Surgical Unit, Department of Nursing, Tri-Service General Hospital and Taichung Armed Forces General Hospital, Taipei and Taichung, Taiwan.

Author Summary: Vice-Director, Nursing Department and Education Center, National Cheng Kung University Hospital, Tainan, Taiwan. She got PhD degree in nursing from the Kaohsiung Medical University in 2017.
Second Secondary Presenting Author

**Corresponding Secondary Presenting Author**
Chich-Hsiu Hung, PhD, RN
Kaohsiung Medical University
School of Nursing
Professor
Kaohsiung City
Taiwan

**Professional Experience:** Professor Chich-Hsiu Hung received her PhD in nursing in 2002 from the University of Pennsylvania, USA. She has gained research grants from Ministry of Science and Technology (Former National Science Council), Taiwan for 20 successive years since year 2000. Professor Hung has conducted several major research projects, including validating the Hung Postpartum Stress Scale, and published a series of studies about postpartum women. Currently, her major study projects are “Effect of two modes of health education and telephone interventions on knowledge, injection skill, insulin injection self-efficacy, injection performance rate, educational satisfaction, nursing hours, and biophysical indicators—a repeated study design” and “The consequence of gestational diabetes mellitus for women’s and their children’s health status: a non-concurrent cohort study and a case-control design”. She has published more than 80 articles in reputed international journals and serving as an editor or a reviewer of repute.

**Author Summary:** Professor Hung has gained research grants from Ministry of Science and Technology, Taiwan for 20 successive years since year 2000. She conducted several major research projects, including validating the Hung Postpartum Stress Scale and “The consequence of gestational diabetes mellitus for women’s and their children’s health status: a non-concurrent cohort study and a case-control design”. She has published more than 80 articles in reputed international journals and serving as an editor or reviewer of repute.