

## Sigma's 30th International Nursing Research Congress

### Using the Kirkpatrick Model to Evaluate a New Staff Training program

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**Purpose:** This research adopts the Kirkpatrick's four-level evaluation model as its theoretical framework in order to perceive the effectiveness of "New Staff Consensus Camp and Study Group" training program. Discussion methods are used in these programs. Mutual interactions and discussions through group are operated to improve teaching effectiveness. Simultaneously, student satisfaction towards the course, training program toward individual professional skill improvement and professional skill training toward practical work application are also explored.

**Methods:** Convenience sampling method is applied in the study and focuses on a total of 15 new staff members from the surgical ward of a medical center in Southern Taiwan as its research objects. Data is collected through structured questionnaires with a response rate of 100 %. Questionnaire items are determined by using Kirkpatrick's four-level evaluation model as the research theoretical framework in order to investigate the effectiveness of "New Staff Consensus Camp and Study Group" training program.

**Results:** The results of this study indicates that all trained staff members show positive feedback regarding to the effectiveness of the training program with an overall satisfaction rate of 100 % (Reaction level); students show positive learning results after the professional training program (Learning level); students show positive behavioral shift immediately or subsequently after participating professional training program (Behavior level); students show extremely positive outcomes in clinical practice after attending the professional training program (Results level). On the whole, results showed course satisfaction, professional ability improvement, and practical applications to be positively correlated.

**Conclusion:** Based on the evaluation results using the Kirkpatrick model, the effectiveness and significance of the effects of planning and organizing the "New Staff Consensus Camp and Study Group" training program can be determined. Moreover, the training program's planning and objectives may be modified throughout the evaluation process to serve as valuable reference for improving teaching methods and enhancing the quality of clinical care provided by new staff members.

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#### **Title:**

Using the Kirkpatrick Model to Evaluate a New Staff Training program

#### **Keywords:**

Kirkpatrick model, new nursing training program and project evaluation

#### **References:**

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### **Abstract Summary:**

The aim of this research was to investigate the effectiveness of planning and organizing the 'New Staff Consensus Camp and Study Group' training program. Strengthening professional skills (knowledge, attitude and skills) may improve working ability of new staff members to achieve missions and requirements in clinical area.

### **Content Outline:**

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**Author Summary:** I have been engaged in nursing clinical work for 14 years. I am a head nurse, with intensive care unit and surgery ward experience. Received administrative training and clinical nursing preceptor educational training.