

Aim

This study aimed to elucidate the aspects of engagement in learning activities of newly graduated nurses.

Background

- There is a gap between the nursing competence acquired in basic nursing education and the ability required in clinical practice against the backdrop of advances in medical care and other factors, which is one reason for the turnover of newly graduated nursing staff. In order to bridge this gap, newly graduated nurses have been mandated to undergo training since 2010 and there have been many studies evaluating such training for newly graduated nurses.
- The learners' ambitious efforts are an important factor to effectively achieve learning outcomes, and as learning is hugely dependent on characteristics of the learner, educational support must focus on the learner. The concept of engagement has been explored in the fields of psychology and education as an indication of motivational efforts and involvement in learning activities.
- Previous studies have clarified that students with high engagement can acquire academic achievements and desirable abilities and attitudes and that high achievement can improve nursing competence.
- Elucidating the aspects of engagement in learning of newly graduated nurses can clarify the current state of efforts for newly graduated nurses' learning and provide suggestions for their educational support.

Methods

Semi-structured interviews were conducted with 16 newly graduated nurses belonging to 5 hospitals with more than 200 general beds from September to October 2018. Contents of interviews were qualitatively and descriptively analyzed.



Results

Based on the contents of interviews, 511 code were extracted. The codes were classified into 84 subcategories and 28 categories, and for core categories were generated: "Behavioral engagement," Behavioral engagement," "Emotional engagement," "Cognitive engagement," and "Agentic engagement."

Core category	Category	Subcategory
Behavioral engagement	studying hard	acquiring thorough knowledge of the major diseases and treatment methods in one's unit acquiring thorough knowledge of the medical devices used by patients acquiring thorough knowledge of complications and drugs
	intensively reflecting on practice	summarizing knowledge gained through practice in notes reflecting on practice and clarifying areas where growth is required
	listening attentively	listening attentively to senior nurses listening attentively to nurse colleagues listening attentively during group work
	providing care that considers the safety and comfort of patients and their families	providing care that considers patient comfort providing care that considers patient safety providing care that considers the patient's personality providing care that respects the patient's feelings providing care that respects the feelings of the patient's family
	trying to find ways of nursing care suitable for patients	concentrating on what can be done in his or her role as a nurse to support the patient focusing on the best methods for helping patients
	carefully observing senior nurses	carefully observing the work of senior nurses carefully observing the interactions between senior nurses and patients carefully observing how senior nurses prioritize their work taking notes while observing senior nurses observing senior nurses at professional conferences
	carefully observing doctors	carefully observing the work of doctors
	working hard to make arrangements	focusing on the priorities of nursing care constantly searching for methods of working more efficiently
	trying to grasp the condition of the patient	visiting the patient frequently and staying aware of changes in the patient's physical condition obtaining information from patient medical records conducting a rigorous assessment of the patient's condition
	concentrating on group training	comparing one's notes with demonstrations as they are being performed taking avid notes during training
Emotional engagement	having a positive feeling about practicing nursing	feeling rewarded for one's efforts as a nurse experiencing satisfaction when there is a response to one's efforts
	having a positive feeling about the training	interested in the training provided feeling that training is fun interested in the nursing practices of other units
	finding the training meaningful	viewing training as an opportunity for new learning unity participating in training with enthusiasm for practice
	gaining a better understanding of one's role as a nurse through studying	studying to better understand patients studying to facilitate growth as a nurse
	feel responsibility as a professional in nursing skills	understands that technical training will relieve the burden on the patient during care interested in enhancing his or her nursing skills
	feeling that communication with colleagues will be learned	considers interactions with senior nurses to be learning experiences considers interactions with nurse colleagues to be learning experiences
	believing that it is important to build relationships with patients	thinking about communication with patients hoping the patient recovers



Core category	Category	Subcategory
Cognitive engagement	studying a variety of educational materials until the content is fully understood	obtaining information from a variety of reference books until the content is fully understood obtaining information from the internet until the content is fully understood obtaining information from videos until the content is fully understood
	studying systematically	setting up self-assignments and studying systematically setting target study times and studying systematically
	adjust the environment to improve learning efficiency	choosing the study methods that best suit his or her individual needs adjusting the environment to promote studying
	thinking in conjunction with practice	using the knowledge gained through practice to study observing senior nurses as they attempt to apply knowledge to practice
	using knowledge in practice	recalling knowledge obtained through studying in practice recalling knowledge obtained through studying when observing patients
	trying to develop own insights about practice	having conscious opinions devising methods of reporting that facilitate good communication
	intentionally being involved with patients and their families	preparing before communicating with the patient determining the patient's thoughts through his or her facial expressions exhibiting behavior that makes it easier for patients and families to communicate with him or her
	Proactively finding opportunities for acquiring knowledge and skills	requesting assistance from senior nurses with regard to obtaining unfamiliar skills repeatedly practicing nursing skills
Agentic engagement	acquiring positive advice from colleagues	learning nursing skills from senior nurses learning self-learning techniques from senior nurses acquiring advice from senior nurses on how to prioritize acquiring advice from senior nurses during training acquiring advice from senior nurses on how to respond to sudden changes acquiring advice from nurse colleagues obtain information on patients from professionals from other disciplines
	actively speaking	acquiring advice by reporting to a senior nurse talking to nurse colleagues about nursing practice actively speaking during training actively speaking at professional conferences



Conclusion

- Engagement in learning activities of newly graduated nurse involved persistently thinking about what kind of assistance is the best during and at the end of practice. It is said that intellectual growth will be achieved by reflecting on experience and making use of it in the future. Additionally, it is said that experts take refuge not only on actions but also in acting. It is learning that doing reflection of both remarks on practice and in practice by newly graduated nurse getting involved in learning activities.
- In the engagement in learning activities, setting goals in the problem-solving process leads to an interest in the task and efforts and working persistent. In addition, newly graduated nurse will become more interested in the task if they experience in tackling it. As interest of the newly graduated nurses increases, they will have intentionally trying to acquire insights on practice. These processes begin with newly graduated nurses actively participating in the situation. As described above, it is considered that each aspect of engagement in learning activities of a newly graduated nurse functions while affecting the other.