



**ONE HEALTHCARE
FACILITY
+ TWO GRADUATE NURSE
ORIENTATION PROGRAMS
= SUCCESSFUL
TRANSITION TO PRACTICE**

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OBJECTIVES

- The learner will be able to discuss the characteristics of two different transition into nursing practice programs used in one healthcare facility.
- The learner will be able to identify results of the transition into practice experience of the participants in this study.

REALITY SHOCK



- ◉ NCLEX-RN
- ◉ Eligibility for staff nurse positions
- ◉ Transition from student to professional/staff nurse
- ◉ Personal Expectations
- ◉ Institutional expectations of staff nurse role

RESEARCH SITE

- **Sparrow Hospital in Lansing, Michigan**
 - Non-profit; Community Governed
 - 697 licensed beds
 - Annual statistics
 - 100,000 ED visits, 4,000 births, and 23,000 surgeries
 - 5,600 Associates



GRADUATE NURSE HIRES AT SPARROW HEALTH SYSTEM

Nurse Interns

- ❑ Traditional Orientation program of 8 - 12 weeks

Nurse Residents

- ❑ Rotate through 10 patient care units
- ❑ Didactic classes
- ❑ 12 week program + Unit orientation of 3 - 6 weeks (15 - 18 weeks total)
- ❑ Support meetings
- ❑ Interview for available positions
- ❑ “Match” process for placement



RESEARCH QUESTION

- Does one orientation program impact the transition process better than the other, or are both programs equally supportive?

TOOL: CASEY-FINK GRADUATE NURSE EXPERIENCE SURVEY

Five Sections:

1. Skills and procedures with which the GN is uncomfortable
2. Professional supports, expectations, &/or comfort
3. Job satisfaction
4. Transition to practice issues encountered by GNs.
5. Demographic information & four open-ended questions.

Reliability:

Quantitative items - ranges from .71-.90

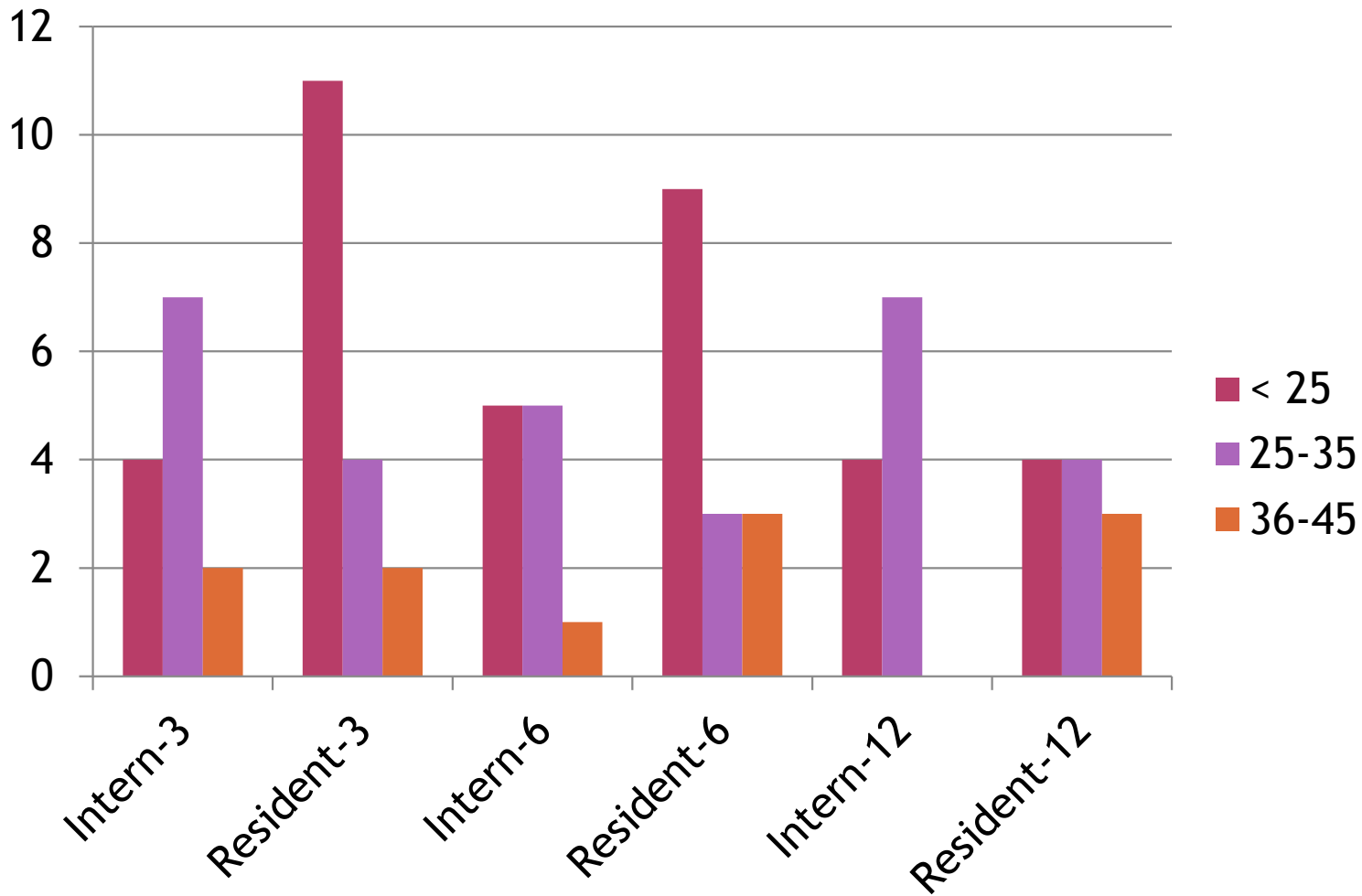
Content validity:

1. Established by expert review
2. Discriminating between nurses with varied amounts of experience during the initial year of professional nursing practice

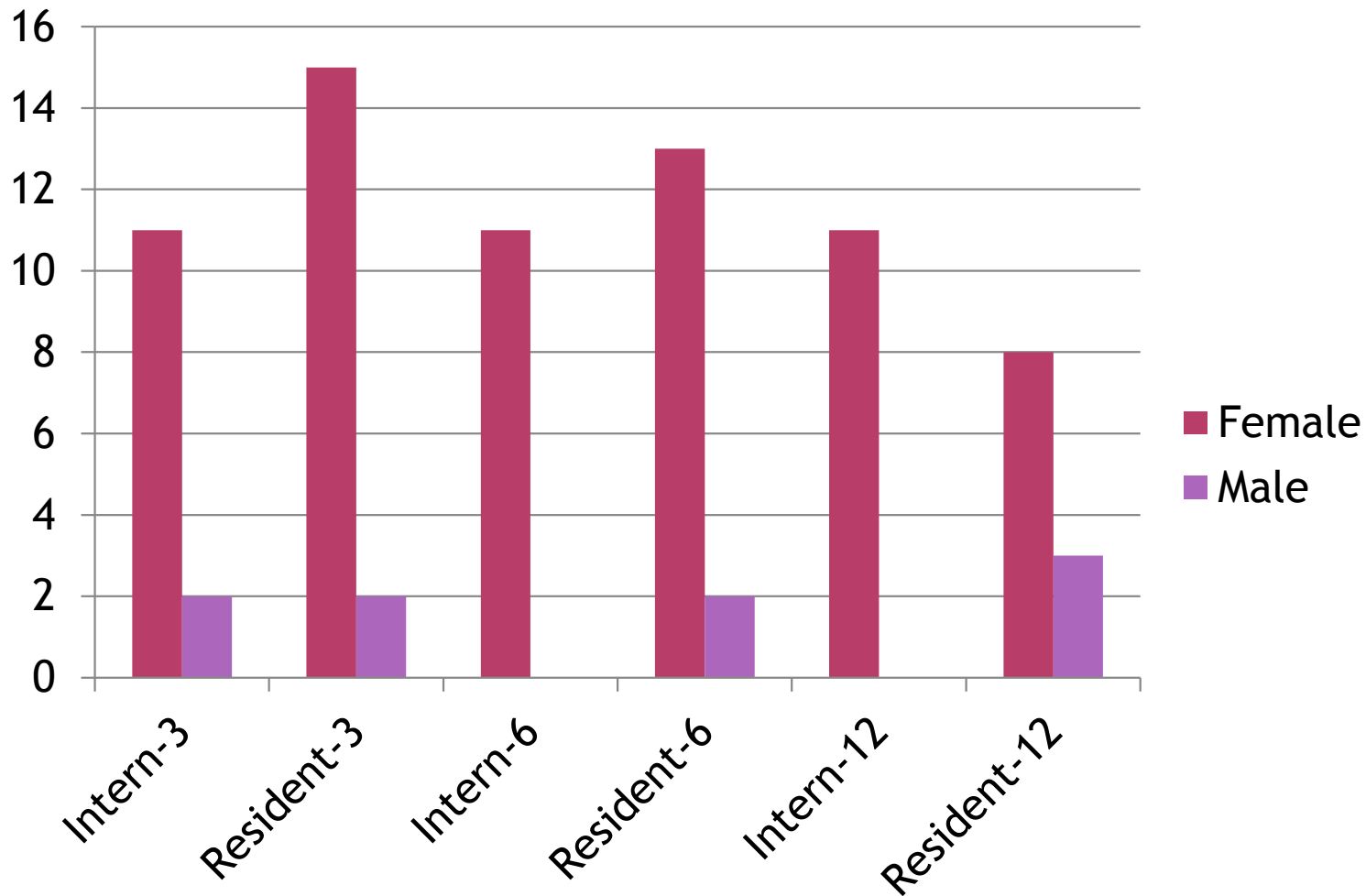
STUDY DESIGN & METHODOLOGY

- ◉ Approval granted by IRB Committees (GVSU and Sparrow)
- ◉ Convenience Sampling
- ◉ Non-Experimental
- ◉ Longitudinal Time Dimension
- ◉ Criteria for Inclusion
- ◉ Recruitment Procedure
- ◉ Voluntary Participation
- ◉ Data Collection Process

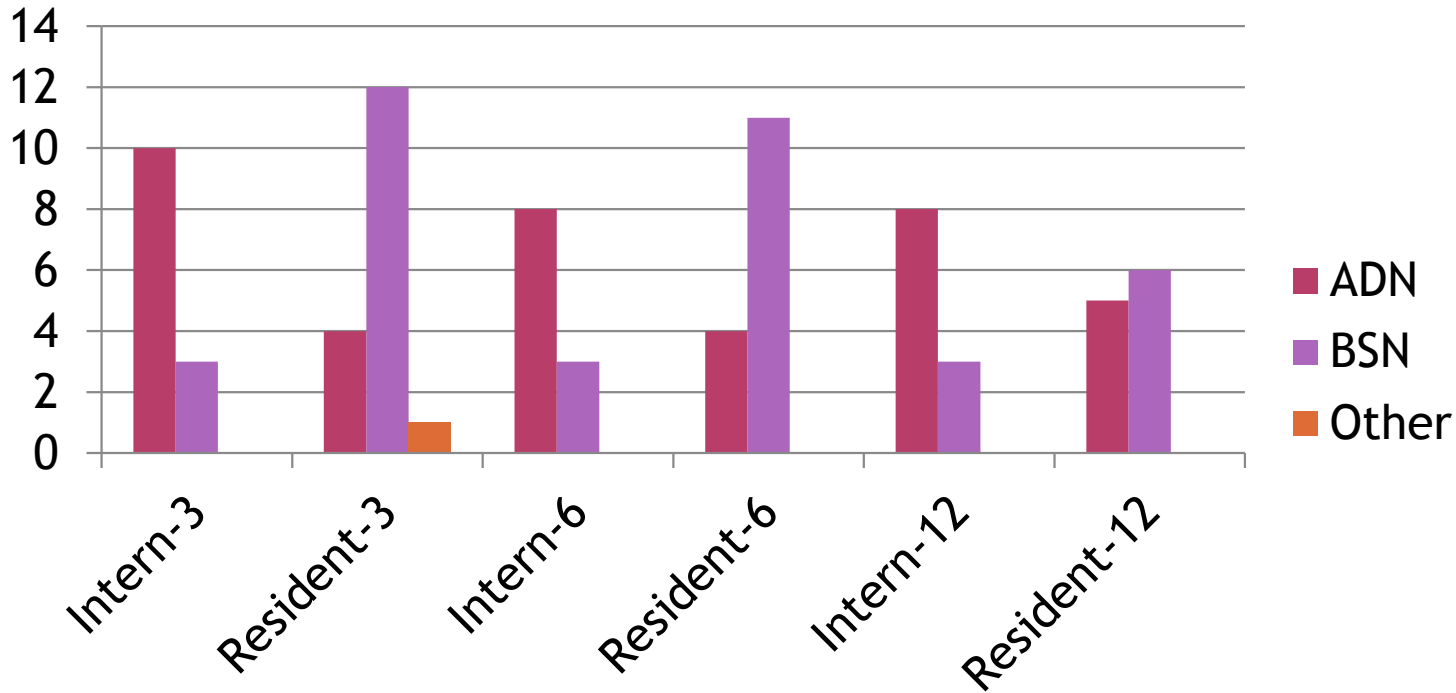
AGE OF PARTICIPANTS



GENDER OF PARTICIPANTS



DEGREE EARNED



BSN graduates more likely to be Residents and
ADN graduates more likely to be Interns ($p = 0.0054$).

FACTORS AFFECTING APPLICATION TO A PATIENT CARE UNIT

○ Interns

- Previously a student nurse extern on the unit
- Previous clinical rotation on the unit
- Patient population and/or type on the unit
- Wanted a foundation in medical-surgical nursing
- Wanted high-acuity and/or fast-pace

○ Residents

- Nurse-Patient ratio
- More RN autonomy on the unit
- Good physician - nurse relationships
- Supportive environment (staff & management)
- Patient population and/or type on the unit

INFLUENCES ON DECISION TO ACCEPT STAFF RN POSITION

○ Interns

- Area/Unit desired (patient population or type)
- Interview was well organized
- Friends on the unit
- Perceived there were high quality care standards
- Staff on the unit
- Needed a job

○ Residents

- Unit managers
- Staff on the unit
- Area/Unit desired (patient population or type)
- Rotated to the unit during the residency program
- Friends on the unit
- Needed a job

RESIDENTS & INTERNS (3-6-12 MONTHS)

- ◉ Job performance expectations of their positions were realistic
- ◉ Comfortable communicating with patients and their families
- ◉ Opportunities available to practice skills and procedures more than once
- ◉ Comfortable in making suggestions for changes to the nursing plan of care
- ◉ Work was exciting and challenging
- ◉ Family and friends supportive

SIGNIFICANT AT 3 MONTHS

- Overwhelmed by patient care responsibilities and work load: significant for residents & interns
- Difficulty in organizing patient care needs: significant for residents & interns
- Decreased comfort in communicating with physicians: significant for residents & interns
- Delegation of tasks to nursing assistant: Interns more comfortable than Residents (but both groups more uncomfortable with this task at 3 months when compared to 6 & 12 months)

STAFF SUPPORT FOR NEW GRADS

- Residents & Interns less comfortable asking for help from other RNs on unit at 3 months. Increased comfort at 6 & 12 months
- Decreased perceptions of staff RN support at 3 months. Perceived more support at 6 & 12 months
- Staff RNs most available to assist Residents & Interns during new situations and procedures at 6 months.
- Preceptors assisted in developing confidence in practice at 3 & 6 months

CARING FOR A DYING PATIENT

- Increased levels of discomfort at 3 and 6 months for Residents & Interns
 - No significant differences between the two groups
- Increased level of confidence in knowing how to care for a dying patient at 12 months ($p=0.0048$)
 - No significant differences between Residents & Interns

FEAR HARMING PATIENTS

- Residents & Interns feared harming a patient secondary to lack of knowledge and experience at 3 months
- Increased confidence in patient care knowledge and experience at 6 months
- Significantly less confident in their knowledge and experience at 12 months (p=0.0001)
 - No difference between Residents & Interns

PREPARATION TO COMPLETE JOB RESPONSIBILITIES

- Residents & Interns felt significantly less prepared at 3 months than they did at the 6 and 12 month marks ($p=0.0294$)
- Interns felt more prepared than Residents at the 3 month interval ($p=0.0294$)
- At 12 months, the Interns felt less prepared than Residents ($p=0.0472$)



SATISFACTION WITH NURSING SPECIALTY AREA



- ◉ Decreased satisfaction level at 12 months
- ◉ No difference between Interns & Residents

REASONS FOR STAYING IN THE INITIAL POSITION OF HIRE

- ◉ Lack of RN positions
- ◉ Not enough experience
- ◉ Financial obligations
- ◉ Enjoy the patient population on the unit
- ◉ Supportive work environment
- ◉ Colleagues/Staff on the unit
- ◉ Opportunities for learning



LIMITATIONS OF STUDY

- ◉ Convenience sampling at a single institution
- ◉ Small sample size at each collection point
- ◉ Lack of diversity in racial/ethnic status
- ◉ Lack of gender diversity
- ◉ Nurse Intern program = 8-12 weeks
- ◉ Nurse Resident program = 12-18 weeks
- ◉ Depressed economy in State of Michigan

LESSONS LEARNED & RECOMMENDATIONS FOR FUTURE RESEARCH

- ◉ An electronic format (Zoomerang or Survey Monkey) may have increased response rate
- ◉ Graduate RNs at Sparrow experience a smoother transition
- ◉ Few significant differences between the two groups in regards to transition to practice experience - need to repeat with another sample
- ◉ More research needed on why ADN and BSN are drawn to the different orientation programs
- ◉ What does decreased satisfaction with nursing specialty area mean?

AUDIENCE QUESTIONS

