Title:
Orientation Period: A Transition for New Registered Nurses

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Abstract Summary:
Orientation is a period of adaptation, adjustment, or transition among new registered nurses in the clinical or hospital setting. Nurses go through formal to unit orientation. Roy Adaptation Model was used as a theoretical framework for this study. It will describe organizational strategies, with emphasis on preceptor, for successful orientation.

References:
Abstract Text:

**Purpose:** The purpose of this study is to determine the concepts of adaptation that will influence the transition of new registered nurses during the orientation period.

**Methods:** The study is descriptive in nature and used an exploratory research design. The Roy Adaptation Model (RAM) was used as a theoretical framework to guide the transition of new registered nurses in the clinical or hospital setting. The major concepts of RAM which are person, health, environment, goal of nursing, cognator and regulator subsystems, focal, contextual and residual stimuli were explored. The concepts of person, health, environment, and coping mechanisms will be described in relation to new nurses' adaptation, whereas the goal of nursing, focal and contextual stimuli of the new nurse will be put into effect by the nurse preceptor. Orientation period will be defined using concept analysis.

**Results:** The orientation period served as a transition for new registered nurses. Nurses who were able to adapt in their environment, clinical or hospital setting, might transition effectively. Associated with a trained preceptor, an increased in critical thinking skills and improved retention of nurses were found in the organization. Thus, the nurse preceptor plays an important role in this significant period of the nurse.

**Conclusion:** Orientation period is a transition of new registered nurses in the clinical or hospital setting. It is a period of attending a formal orientation to unit orientation. Using Roy Adaptation Model (RAM), new registered nurses must adapt or transition effectively during the orientation period. The study provided examples as a result of the application of the RAM and evidence-based research, but it does not intend to provide conclusive evidences. It only provided a better understanding of the problem.

A successful orientation of new registered nurses may increase critical thinking skills and retention of new nurses in the organization. Nurse leaders, managers, and educators must consider systematic strategies or tactics for new registered nurses, with emphasis on preceptor training.