

# Impact of Preceptor-Based Nurse Residency Program

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## **Purpose:**

The purpose of the study is to determine the impact of nursing preceptorship on nursing quality indicators, program evaluation, and training costs.

## **Methods:**

A quantitative research design was utilized to evaluate the impact of preceptorship-based Nurse Residency Program on the following criteria: a) program evaluation which includes the objectives, activities, impact, and applicability, b.) nursing quality indicators and c) training costs. Data collected were analyzed through empirical statistics.

## **Results:**

The result of the study shows that newly hired nurses evaluated the program with high satisfactory rating in terms of objectives as evidenced by measurability, attainability, and timeliness. The activities were described as workable with impact on adaptation to the new environment because of the committed preceptors who are supportive of the newly hired nurses. Moreover, nursing quality indicators showed improvements in patient satisfaction, hand hygiene compliance, medication administration, nursing documentation, incidence of pressure ulcers, falls, and intravenous therapy complications. There was also a noticeable improvement in nurse response time and decrease in complaints from family members during the first six months of employment. An increase in the training cost was noted in the utilization of preceptorship-based nurse residency program due to the incentives given to clinical preceptors.

## **Conclusion:**

Preceptorship-based Nurse Residency Program offers an organized, responsive, and personalized professional development strategy in helping facilitate the transition to practice of the newly employed nurses. The program embodies the fulfillment of the organization's vision, mission, and goals as evidenced by the sense of ownership, commitment, accountability, and excellence. The preceptorship program was developed with shared goals and objectives for preceptors and preceptees. These goals aim to assist the preceptors in teaching, guiding, facilitating, and evaluating skills, knowledge, and attitude in order to provide excellent nursing care. The preceptorship program supports the professional development of both the preceptors and preceptees in transition to practice and to avoid biculturalism and reality shock among newly hired nurses.

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## **Title:**

Impact of Preceptor-Based Nurse Residency Program

**Keywords:**

Nurse Residency, Preceptorship and Professional development

**Abstract Summary:**

Newly hired nurses face numerous challenges in applying their acquired knowledge and skills in a highly complex hospital environment. Nurse residency preceptorship program is imperative in assisting newly hired nurses to transition to the new system and to reach their full potential in providing quality nursing care.

**References:**

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**Author Summary:** Mr. Lester Naval has been in the leadership and administrative role. In addition, he is in the academic field of nursing guiding graduate students in research. He has presented his work related to leadership and innovations in transition to practice for new graduates who are hired in his institution. He is also the lead for coordinating the international immersion programs. He is finishing his degree in Doctor of Business Administration.

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