

SELF-ESTEEM, LOCUS OF CONTROL, AND FIRST-TIME PASS ON NCLEX-RN® OF BACCALAUREATE NURSING STUDENTS

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Introduction & Background

A shortage of registered nurses jeopardizes public safety as demands for quality health care escalate (American Association of Colleges of Nursing, 2009; Aube, 2010; Boyd, 2011; Buerhaus, 2009; Carrick, 2011; Gorski et al., 2015; HRSA, 2010; U. S. Department of Health, 2006; Villarruel et al. 2015).

Problem Statement

- World wide shortage of registered nurses (RNs).
- Nationally first-time failure rates of one in five on NCLEX-RN® for baccalaureate graduates affect the supply of RNs and patient outcomes (Carrick, 2011; Gorski et al., 2015; Norton et al., 2006).
- Specifically inconsistent first-time pass rates on NCLEX-RN® for graduates of HBCUs ranged from 39% to 97% in 2004-2009 (National Council of State Boards of Nursing, 2009).

Purpose of the Study

Quantitative, descriptive, and correlational research design was used to examine the relationship between self-esteem, locus of control, and first-time pass on National Council Licensure Examination for Registered Nurses (NCLEX-RN)[®] of senior nursing students enrolled in baccalaureate programs at two Historically Black Colleges and Universities (HBCUs) in the southeastern USA.

Research Questions

1. What is the statistical relationship between self-esteem and first-time NCLEX-RN[®] pass rate?
2. What is the statistical relationship between locus of control (LOC) and first-time NCLEX-RN[®] pass rate?
3. What is the statistical relationship between LOC and self-esteem?
4. What is the statistical relationship between self-esteem, LOC, and first-time pass rate on NCLEX-RN[®]?

Theoretical Framework

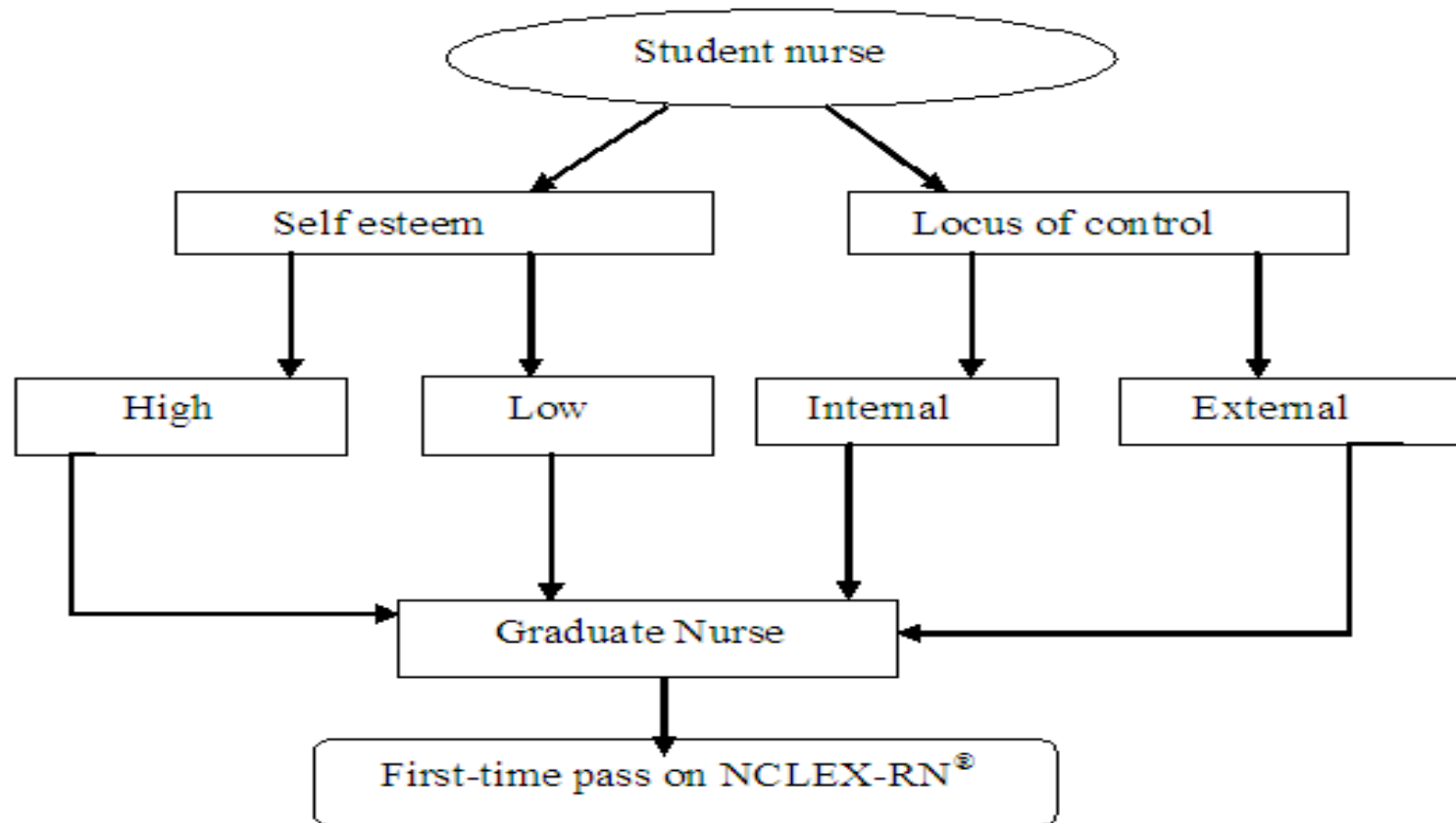


Figure 1. Theoretical framework

Research Methods

- Non-experimental, quantitative, correlational design.
- Cross-sectional surveys and archival data
 - Rosenberg's Self-Esteem Scale
 - Julian B. Rotter's Internal-External Locus of Control Scale
 - Demographic survey (age, gender, ethnicity)
 - Report of NCLEX-RN pass/fail (coded key)
- Correlation coefficient
- Logistic regression-binary & multiple

Demographics

Descriptive Statistics for Participant Demographics

Variable		<i>N</i>	<i>%</i>
Gender			
	Female	74	82.2
	Male	16	17.8
Age			
	20 – 25	51	56.7
	26 – 31	15	16.7
	32 – 40	20	22.2
	41- 50	3	3.3
	51 or older	1	1.1
Ethnicity			
	African	3	3.4
	African American	67	75.3
	American Indian	1	1.1
	Caucasian	12	13.5
	Hispanic	1	1.1
	Multi-Racial	4	4.5
	Other	1	1.1

Results: First-time Pass on NCLEX-RN

Classification Table for Model 1-4

Observed		Estimated NCLEX-RN®		
		First-time failure	First-time pass	Percentage Correct
NCLEX- RN®	First time failure	0	15	0.0
	First time pass	0	75	100.0
Overall Percentage				83.3

Results: Research Question 1

- Failed to reject the Null Hypothesis. H_{10} : There is not a statistically significant relationship between self-esteem and first-time pass on NCLEX-RN®.
- The Sig. value (.839) for self-esteem was statistically insignificant at $p > .05$. Inaccurate estimates of first-time pass on NCLEX-RN® for participants (N=15, 16.3%) who failed to pass NCLEX-RN® indicated that level of self-esteem was not a determinant of first-time failure.

Results: Research Question 2

- Failed to reject H_{20} : There is not a significant relationship between locus of control and first-time NCLEX-RN[®] pass rate. The model indicated that internal locus of control was a statistically insignificant forecaster of first-time passage on NCLEX-RN[®], $c^2(1) = 1.14$, $b = -0.10$, $R^2 = .02$, $p > .05$.
- The regression coefficient ($\beta = -0.10$) was not statistically significant at $p > .05$.

Results: Research Question 3

- The Null Hypothesis for Research Question 3.
 H_{3_0} : There will not be a statistically significant relationship between locus of control and self-esteem.
- The Pearson product moment correlation coefficient (see Figure 2.) revealed a significant positive relationship between locus of control and self-esteem, $r = .36$, $p < .01$. A positive coefficient indicates a positive relationship where high values on self-esteem were related to high values on internal locus of control.

Results: Research Question 4

- Failed to reject Null Hypothesis 4: There was not a statistically significant relationship between self-esteem, locus of control, and first time pass rate on NCLEX-RN®. The model failed to identify the 15 (16.7%) participants who failed to pass the NCLEX-RN® on first attempt.
- The omnibus model was not a significant indication of graduates' first time success on the NCLEX-RN®, $c^2(2) = 1.54$, $R^2 = .03$, $p > .05$. R^2 indicates the percentage of variance in the dependent variable (first time pass on NCLEX-RN®) explained or associated with both independent variables (self-esteem and locus of control) together.

Recommendations

- Replication of the study with larger samples of senior nursing students using random sampling.
- Focus on the graduates who failed the NCLEX-RN®.
- Include other non-academic variables (i.e. marital status, children, work status, & years to graduation
- Include academic predictors i.e. GPA, science grades, grades in nursing courses, & scores on predictor examinations.
- Include weekly remediation.

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