New Graduate Nurse Perception of Competence Compared to Nurse Leadership

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1 Introduction

New graduate nurses (NGN's) face stress and challenges as they progress through the rigors of orientation and acclimation during the initial 12 months of clinical nursing. Health care organizations and academic institutions have indispensable roles in preparing competent entry-level nurses. Communication at healthcare organizational and academic levels is paramount to ensure that clinical expectations are understood and entry-level competencies are met (Berkow, et. al., 2009).

2 Objectives

Primary- The purpose of this study is to examine the new graduate nurses' perception of competence in comparison to the nurse leadership's perception of NGN competence.
Secondary- Data analysis will incorporate recommendations for healthcare organizations and academic institutions. These recommendations will focus on strategies for preceptor role modeling and training, as well as preparation for nursing students in clinical experiences for entry into practice.

3 Methods

In the current study, an NGN is an entry-level registered nursing program graduate within 12 months of graduation. Nursing directors, nurse managers, nurse educators, clinical nurse specialists, and nurse preceptors comprise nurse leaders. Data collection occurred within a two-month period.

Inclusion criteria: NGN's who were within 12 months of completing orientation. Mid-level nursing leaders with direct contact on nursing units, and preceptor nurses.

Exclusion criteria: Graduate nurses who had completed orientation more than 12 months ago, nurse leaders with no direct contact on nursing units, and nurses who were never NGN preceptors.

Data was collected via a 27 question, 10-15 minute web-based questionnaire using Survey Monkey. Participants consented to the study by completing the online anonymous survey through the Survey Monkey link provided via e-mail.
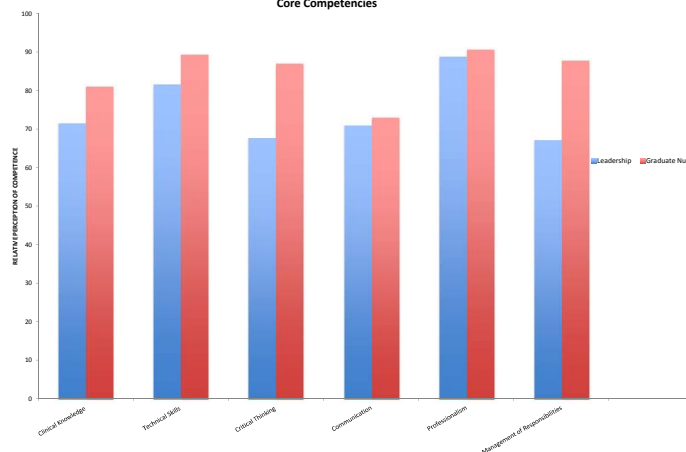
4 Results

The study included a total of 82 participants, 68 frontline nursing leaders and 14 new graduate nurses.
Overall performance looked at the percentages of the six core competencies combined. Results showed no significant difference in perception of overall performance between leadership (77.9%) and new graduate nurses (82.1%)

Overall Performance
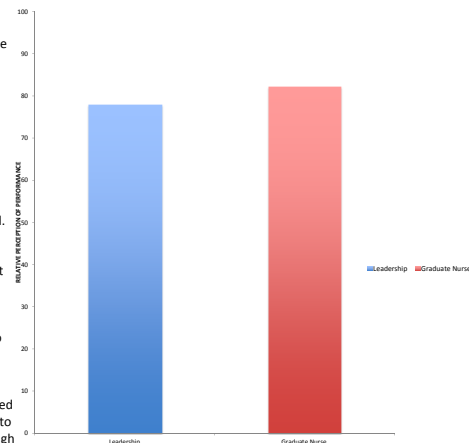
Perception of Performance in Core Competencies Among Nurse Leadership and New Graduate Nurses

Core Competencies

5 Conclusions

When looking at specific behaviors from the 6 categories, there were mixed results between nurse leaders and new graduate nurses. Both nurse leaders and new graduate nurses shared perceived areas of readiness and areas of growth. Results may lend insight regarding new graduate nurses' transition from the classroom to the professional nurse role. New graduate nurses may perceive their preparation more favorably than nursing leaders because of new graduate nurses' underestimation of the stressful transition from student to professional nurse.

6 REFERENCES

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