New graduate nurse perception of competence compared to nurse leadership

Nancy Goldstein, DNP, ANP-BC; Alexandra Sussman, BS
Disclosure

• Nancy Goldstein, Michelle D'Alessandro, Alexandra Sussman and Jeremy Brown collaborated on project at Johns Hopkins University SON & Johns Hopkins Hospital

• Objectives:
  – Define the terms New Graduate Nurse and Nurse Leader
  – Discuss NGN preparedness to enter the workforce
  – Compare nurse leadership perceptions to NGN

• No contractual relationships with any organizations regarding our work

• Sponsored by The Helene Fuld Leadership Program for Advancement of Patient Care Quality & Safety
Definitions

New Graduate Nurse (NGN)
• Graduated from entry-level registered nurse program within last year

Clinical Nurse Leader
• Nurse Director
• Nurse Manager
• Nurse Educator
• Clinical Nurse Specialist
• Charge Nurse
Hypothesis

Equal to or greater than 50% of nurse leaders will perceive new graduate nurses as satisfactory in 6 core nursing competencies
Methods

• Participants
  – 39 frontline nursing leaders
  – 44 new graduate nurses

• Questionnaire via Survey Monkey
  – ~5-10 minutes
  – Data collected over 3-4 month period
  – Participants took part in study voluntarily

Questionnaire

• Section I: Demographics
• Section II: New Nurse Preparation
• Section III: Overall Satisfaction
• Section IV: Precepting
Respondent Features

**Nurse Role**
- Director: 3.0%
- Manager: 1.0%
- Nurse Educator: 8.1%
- Clinical Nurse Specialist: 5.1%
- Charge Nurse: 2.0%
- Staff Nurse: 17.2%
- Graduate Nurse: 54.5%
- Other (please specify): 0.0%

**Years Worked**
- Less than 1: 62.7%
- 1-3: 3.6%
- 4-5: 10.8%
- 6-10: 3.6%
- 11-15: 10.8%
- 16-20: 3.6%
- 20 or greater: 0.0%
Leadership Graduate Nurse

Perception of Overall Performance (%)

Leadership

Graduate Nurse
Nurse Leader Satisfaction

- NGN Clinical Skills: 83.3% yes; 16.6% no

- NGN Non Clinical Skills: 86% yes; 14% no

- NGN fully prepared: 83.3% yes; 16.6% no
  - provide safe and effective care on unit
New Graduate Nurse Satisfaction

• Clinical Skills: 78.6% yes; 21.3% no

• Non-clinical Skills: 92.8% yes; 7.1% no

• Felt fully prepared: 78.6% yes; 21.3% no
  – provide safe and effective care on unit
Precepting

• 39 Respondents with 0-20 hrs. training
  – Learning Style
  – Performance Evaluation
  – Learning Objectives
  – Application of Knowledge
  – Delivery of Feedback / Communication
  – Critical Thinking / Opportunities
  – Support / Resource / Clinical Expertise
Conclusions

• Pilot study
  – Limitations
  – Small sample size
  – 1 hospital
  – Questions skipped on survey

• NGNs and Nurse Leadership
  – Similar perceptions of readiness and preparedness
  – Six core competencies > 50%
References


Leading the way in education, research and practice – locally and globally.