Life Experiences Of A Newly Graduated Nurse Working Under Supervision Of A Mentor

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Learning Objectives

1. Understanding on a newly graduated nurse’s experience upon the supervision of the nurse mentor.
2. The learner gains knowledge of how newly graduated nurses work with their mentor.

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The transition from a nursing student to be a registered nurse is very serious story for a new graduate nurse. They will deal with both positive and negative experiences. These experiences may lead them leave or stay in a nursing job. Thus, the nursing service department offers “a mentor” to work together with a new nurse.

According to literature, it found that a good mentor could assist a new nurse to well adjust his/herself. However, some studies reported that a bad mentor made a new nurse quit a job. Thus, the researchers interested to explore experiences of the new graduated nurse working under the supervision of the mentor.
To describe experiences of the new graduated nurse working under the supervision of the mentor.
3. Research Methodology

Hermeneutic phenomenology of Martin Heidegger was applied as a research methodology. Data were collected by using in-depth interviews of 10 professional nurses who experienced of being a Newly Graduated Nurse Working Under Supervision Of A Mentor in private hospital.
3. Methodology: Data analysis

• In-depth interview,
• Non-participant observation
• Document review
• Using Data analysis by Diekelmann’s method
4. Finding:

Themes
1. Being worried before working with a mentor
   1) Fear of incompatibility
   2) Worried that mentor will be stern

Themes
2. Experiences of working with a mentor
   1. Feel comforted and happy
   2. Feel uncomfortable

Themes
3. More understanding when working together as time passed
“As I never met her before so I was very nervous what will she be like? This is so because when I was an intern, some nurses were nice but some were not. It’s make me hard to sleep and anorxia. However, when I was really met her, I can feel that she is nice and like teaching and describing things to me. So I was not stress at all and feel lucky to have her to be my mentor. (laughing)” ID3
1. Being worried before working with a mentor

“I don’t know that she will be like a teaching nurse that used to teach me or not. That teaching nurse was quite stern and annoy because I did not know much work and it causes them more works. However, when I first met my mentor, she seemed to be nice so I think if I was tried to approach her, it would making us get along well. (smiling)” ID1

2) Worried that mentor will stern
2. Experiences of working with a mentor

“I will have to show the mentor how to do it first and then she will tell me whether it is the right way or not. For example, she asked me a question, if I can answer, she will let me do the new operation case but if I cannot, she will teach me first and explain step by step to me. As Sterile is the most important thing of our ward, she taught me how to wash hands in the right way as well as how to wear grown by myself and for others. After she finished teaching, she always let me do it and tell me what is right or wrong. I feel good about this teaching method which makes me feel comfort without depress.” ID5

1. Feel comforted and happy working with mentor
2. Experiences of working with a mentor

I felt flustered, scared and lack of confident when working with the mentor. I feel like she keeps watching attentively for my mistakes like when I was preparing for the injection, she was watching without any words. And when I finished, she still said no words and walked away. So I never knew that I did the right things or not because she never said a word but keep watching.” ID4

2. Feel uncomfortable working with mentor
2. Experiences of working with a mentor

“My mentor always let me do the procedure alone, sometime I afraid to make a mistake even though I have done it before while sometime I never do it. For example, PCR H1N1 sampling, I told her that I never do it before but she said how come you never do it! It’s easy! So sometime I feel depress and upset (bow the head and speak softly) wondering why I’m so unlucky to have the stern mentor which sometime I want to leave my job…” ID6
“I used to feel bad when first working with the mentor because I don’t understand why she has to keep stern (laughing). However, when the time passed, I realize that it is because I don’t understand when she was teaching and cannot remember well (laughing). But now I can work on my own with the advice from mentor and realize that my mentor is wishing me well so she has to stern me which she’s still do it until now (laughing). But I understand and do not angry her anymore (smiling). Umm ... I feel good to have mentor because so far, she keep watching me and helping me. If we don’t have a mentor and did something wrong, it is a sin because the patient will be the one who have effected on." ID1
5. Final recommendation

- Criteria should be specified the mentor selection. When the mentor is selected, they should be trained to have understanding in the new graduated nurse.

- Hospital or relevant organization should support the working between the new graduated nurse and the mentor in every shift at least 3 months and should reduce work load of the mentor for having time to take care the new graduated nurse fully.

- Due to restrictions of the new graduated nurse about knowledge, skill and capability, training should be set for them during working to increase nursing knowledge and skill for further effective work.
THANK YOU FOR YOUR ATTENTION