The effects of competency on the nursing careers of novice nurses

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Abstract Summary: This study elucidated the effects of competency on the nursing careers of novice nurses. The survey was conducted with novice nurses at hospitals in Japan and analyzed using a covariance structure analysis. The findings suggested that competency has an impact on the nursing careers of novice nurses.

There were 458 valid responses (45.1%).

Characteristics of the novice nurses

<table>
<thead>
<tr>
<th>Variable</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender n (%)</td>
<td>27(5.9)</td>
<td>431(94.1)</td>
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<tr>
<td>Age Mean (SD)</td>
<td>24.1 (2.9)</td>
<td></td>
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<tr>
<td>Years of experience as a nurse Mean (SD)</td>
<td>1.9 (0.7)</td>
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</table>

The effects of “Nursing Competency” on “Nursing Career”

The fit indices for the hypothetical model were goodness-of-fit index (GFI) = .916, adjusted goodness-of-fit index (AGFI) = .868, comparative fit index (CFI) = .950, and RMSEA = .096. All of the path coefficients were significant (P < .05).

Implications

The findings suggested that competency has an impact on the nursing careers of novice nurses. Since competency is also related to ability and action characteristics in nursing practice, acquiring competency increases the assigned workload, thereby resulting in changes in the roles and work content of staff. This is believed to help develop their nursing careers. This means that training aimed at developing competency is necessary for the development of staff’s nursing careers. Therefore, consideration of an educational program aimed at improving competency is especially important during the initial stages of a nurse’s career, when the educational needs are particularly important.

Reference
