Second Degree Newly Licensed RNs Value Orientation: Comparative Analysis to Good Work in Nursing Research

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Disclosure

- The presenters fully disclose no conflict of interest or any relevant financial relationships with this research and/or its presentation.
Presentation Outcomes

- Compare two similarities and differences from the findings of the research studies related to Good Work in Nursing and Second Degree Newly Licensed RNs Value Orientation.

- Examine two implications for nursing education, research, and administration/practice in good work and value orientation of the next generation of nurses.
Presentation Roadmap

- Overview of Professional Nursing Education and Role Development
- Overview of Good Work and Role Development Conceptual and Theoretical Framework
- Good Work in Nursing Longitudinal Research Study - Traditional NLRNs
- Comparative Research Study – Second Degree Masters NLRNs
- Comparisons Between the Two Cohort Groups
- Implications and Conclusions
Professional Preparation

Two-Pronged Approach

- Process of education
- Process of professional socialization/role development
Overview of Professional Nursing Education

• **Aim:**
  - To develop a set of values, attitudes, and beliefs supportive to their professional roles as an independent practitioner in conjunction with the acquisition of cognitive and psychomotor skills.

• **Goal:**
  - To ensure the survival of the profession by transmitting to future practitioners also norms characteristic of professional nurses.
Overview of Conceptual and Theoretical Framework

Role Development Theory/Models

- Kramer et al. (1972)
  - Reality Shock
    - Stages
- Hinshaw’s Model (1976)
  - Resocialization based on Kramer’s reality shock and Simpson’s Role Development
    - Dynamic
- Kramer et al. (2011)
  - Process

Good Work in Nursing Concepts

- GoodWork Project©/Harvard University (goodworkproject.org)
- Work that is technically proficient and effective as well as morally and socially responsible.
- Work that is:
  - Excellent
  - Ethical
  - Engaging
Research Question

- What are the perceptions of United States BSN graduates regarding good work in nursing when interviewed as they enter their first professional positions and one year later?
Good Work in Nursing Longitudinal Research Study

**Typical Respondent**
- Female
- Aged 22
- Single
- Employed at time of interview
- Earning a BSN

**Methodology**
- *Exploratory qualitative* study
- *Purposive* sample of 12 graduates
  - Fewer than three months of RN-work experience
  - Recommended by faculty
- *Semi-structured interview protocol* adapted from the GoodWork Project©
- *Content analysis* of verbatim transcripts, open coding, search for themes, descriptor development, cross-validation by team
Beliefs and Values

Upon entry into practice

- A foundation of ethics, honesty, integrity and team work
- A passion for life-long learning

One year later

- Generation gap but staying true to one’s own beliefs and values
- Ongoing learning to provide quality care
Goals and Responsibilities

Upon entry into practice

- Altruism and compassion to “do the right thing”
- Advance one’s education
  - In the current work setting day-to-day
  - In a formal way in academia

One year later

- Holistic, safe, quality care with “patient” as the first priority
- The desire to continue to develop their nursing knowledge base
Opportunities and Support

Upon entry into practice

- Multi-contextual, engaged support at unit level
- Leaders - engagement, accessibility, and approachability

One year later

- Perspective is still more from the unit level
- Informal leadership and mentorship
Obstacles and Pressures

Upon entry into practice
- **Work Domain**
  - Shift work
  - Difficult patients
  - Colleagues
  - Role performance

- **Personal/professional domain**
  - Health
  - Finances
  - Loss of faculty support system

One year later
- **Work Domain**
  - Unable to make another colleague understand
  - Creating cohesive team
  - Specific obstacles: insufficient staffing

- **Personal/professional Domain**
  - Less evident
Good Work Research Outcomes of First Professional Practice Year

- Professional resilience
- Supportive feedback and guidance
- Life-long learning
Comparative Research Study: Second Degree Masters NLRNs

Research Aims

- Describe the PLCNLG’s professional socialization experience to explore how participation in a mentoring relationship impacts their professional socialization in the initial six-to-nine months of clinical nursing practice.
Methodological Overview

- **Typical Respondent**
  - Aged 21-30 years
  - Caucasian
  - Employed at time of interview less than 9 months

- **Methodology**
  - Mixed Methods
    - **Qualitative**
      - Focus Groups (n=6)
    - **Quantitative**
      - Nurses Role Conceptions Instrument
Comparative Research Study: Second Degree Masters NLRNs

- **Results Related to**
  - Beliefs and Values
  - Patient Care
  - Gain Competence

- **Mentorship**
  - Essential
  - Included multiple individuals
  - Determined by work environment
Similarities and Differences Between the Two Cohort Groups

**Similarities**

- Professional Resilience
- Integrity above all
- Patient Care Priority
  - Comprehensive (holistic) and Safe
- Life-long Learners
- Quality of Care
- Informal Leadership

**Differences**

- GWN Studies
  - Institutional and Professional Engagement
- Educational Degrees
Global Implication for Application

- Nursing Education
- Nursing Practice/Leadership
- Nursing Research
Conclusions

• Sustaining Values and Beliefs
  • Excellence in Nursing Practice
  • Mentor the New Graduate
  • Create Positive Work Environments
End Results

- Nurse Satisfaction
- Nurse Engagement
- Nurse Empowerment/Self-Confidence
Audience Q&A

- 5 minutes
References


References

References

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Thank You

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