



WHAT NOVICE NURSES HAVE TO SAY ABOUT THEIR INITIAL CLINICAL EXPERIENCE?

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ABSTRACT

New graduate nurses face a host of challenges that impact successful transition to practice. Health care organizations thus need to understand how changes in the health care landscape impact new graduate nurses who are transitioning to the practice environment. This study aims at identifying most common emotions, difficulties experienced by novice nurses as well as significant lessons learned. Validated Semi- structured questionnaire was administered to recruited subjects after their respective duty hours. Data collected was analyzed using descriptive statistics. The findings identify challenges experienced by novice nurses & learned strategies for facilitation of better adaptation

**KEYWORDS** : Novice Nurses, Clinical Experience, challenges perceived by novice nurses, preparedness strategies

INTRODUCTION

Graduate nurses experience stress transitioning from student to practicing professional nurse, moving from a familiar educational environment into the workforce, where expectations are to rapidly function as a competent nurse. Results of study conducted by Casey, Kathy MS al also depicted that graduate nurses do not feel skilled, comfortable, and confident for as long as 1 year after being hired. Unpreparedness of novice nurses during the process of transition to their professional role can have broad consequences for the nurse and health care system and leads to reduction of the quality of patient care. Present study aims at identifying most common emotions, difficulties experienced by novice nurses as well as significant lessons learned.

OBJECTIVES OF THE STUDY

1. To identify emotional & job related challenges perceived by novice nurses during their initial clinical experience.
2. To identify beneficial preparedness strategies perceived by novice nurses during their initial clinical experience.

METHODS & MATERIALS

Present study being descriptive in nature, investigator adopted Cross- sectional survey design for respective study. Total 30 professional nurses with minimum one year were randomly recruited in the study. Nurses more than two years of experience at the time of data collection were excluded from the study to prevent recall bias. Validated Semi- structured questionnaire was administered to recruited subjects after their respective duty hours. Data collected was analysed using descriptive statistics.

RESULTS

With regard to feeling experienced by novice nurses during initial period, majority that is 12 subjects shared fear being predominant emotion as shown in figure 1.

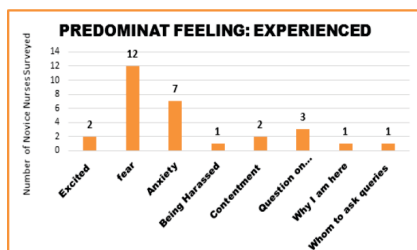


Figure 1: Predominant Emotion Experienced by Novice Nurses.

Figure 2 exhibits that majority of novice nurses are fearful about possibility of committing mistakes.

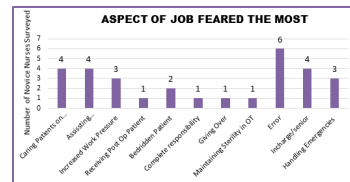


Figure 2: Aspect of job feared the most by novice nurses..

Figure 3 depicts that almost 18% of nurses wished to avoid procedures such as inventory and sponging

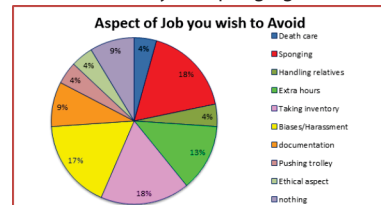


Figure 3: Aspect of Job Wished to be Avoided by Novice

With regard to important quality for survival in clinical, majority that is 23% subjects verbalized that patience & calmness would help to sustain through highly demanding environment as shown in Figure 4.

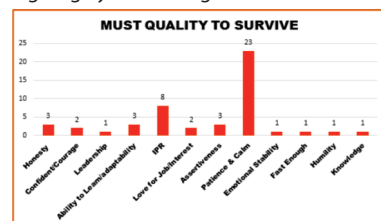


Figure 4: Most Important Quality to Survive During Transition Period.

Continue to learn/knowledge up gradation is important strategy for facilitation of transition during initial period. (Fig.5)

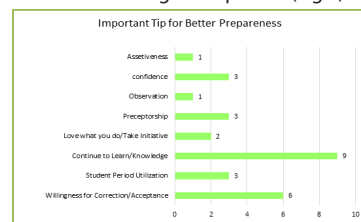


Figure 5: Important tip for better preparedness as per novice nurses.

## **DISCUSSION**

Findings of present study is in line with study conducted by Susan M. Dyess, Rose O. Sherman.<sup>2</sup> Similar to our study, participant shared both feeling of being confident & fearful. The new nurse experience as a synthesis of knowledge and emotion: "And I find it's a fusion, a mix of fear for being the responsible one, and a challenge; to put all my knowledge properly together in every situation, and then it's a wonderful achievement.

## **CONCLUSION**

The findings identify challenges experienced by novice nurses & learned strategies for facilitation of better adaptation. Clinical leaders may use the findings from this study to improve preceptor development and transition programme curricula.

## **REFERENCES**

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