

### PURPOSE

- To explore the self-reported levels of self-confidence of nurses at the start and end of orientation and to identify if there is a relationship between the self-reported levels of self-confidence of nurses based on specific demographic information.

### BACKGROUND

- Self-confidence was identified as a reason leading to new nurse turnover, and is essential for a nurse to be successful, for patient safety and positive patient outcomes.
- New nurses' transition to practice has been at the forefront of research, suggesting that new nurses are inadequately prepared to meet the expectations of their new professional working culture (Ortiz, 2016).
- There is an existing theory-knowledge gap in new nurses (Patterson, Boyd & Mnatzaganian, 2017).
- There is a relationship with confidence to practice and job satisfaction, occupational commitment, and ethical application in the work environment (Numminen et al., 2015).



### MATERIALS AND METHODS

#### Research Questions:

1. What is the self-reported level of self-confidence to practice for new nurses at the beginning and completion of nursing orientation compared by age, gender and educational preparation?
2. Is there a relationship between self-reported levels of self-confidence to practice of the new nurse at the completion of their nursing orientation and the nursing retention rates at 6 and 12 months after the completion of the orientation program (results pending)?

#### Method:

- Quality Improvement Project
- Use of the 22 item Nursing Competency Self-Efficacy Scale (NCSES) with a nine-point Likert scale.

#### Sample:

- Participants (N=79) from several local hospitals
- RNs (42% A.D.N, 57% B.S.N., and 1% M.S.N) self-reporting previous experience of 0-1 years (80%), 1-2 years (10%), 3-5 years (4%), 5-10 years (4%) and 10 years (2%)

#### IRB Approval obtained

**Data collection:** Pre and post scores were completed during orientation by newly hired RN's.

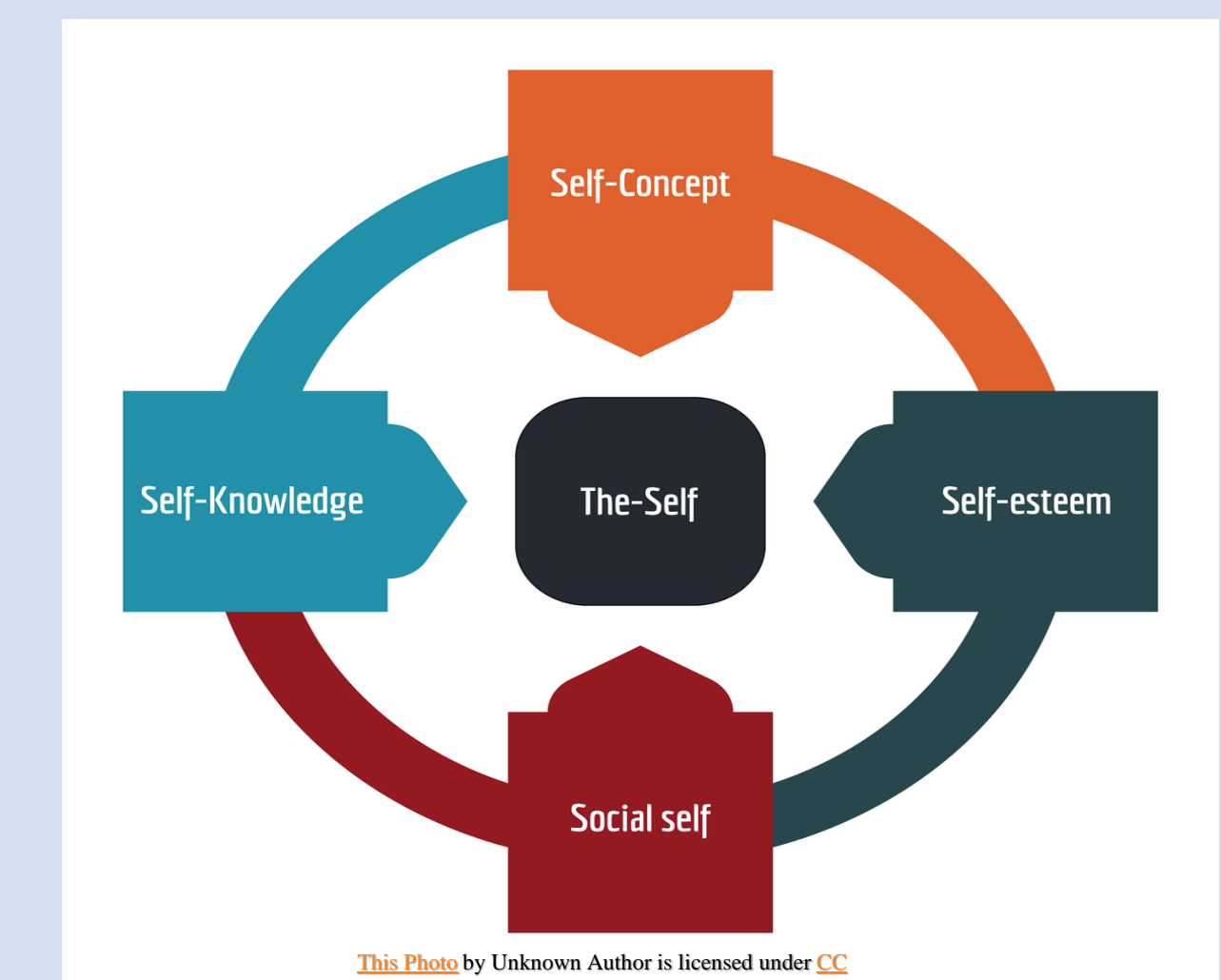
#### Data Analysis:

- Paired sample t-test compared groups at pre and post time periods.
- Sample means at pre and post time periods were calculated for each demographic levels and analyzed for differences.



### RESULTS

- The post scores were greater than the pre-scores, with a statistical significance detected ( $p = 0.0001$ )
- Within the demographic variables, statistically significant differences were found between gender ( $p = 0.0323$ ) and work setting ( $p = 0.0122$ )
- Statistical Analysis Dr. Jonathan Dare



### IMPLICATIONS

- Contributes to existing knowledge in self-reported confidence according to demographic criteria
- Guides future nursing orientation practices
- Enhances understanding of nurses completing the orientation process and development of self-confidence
- Future implications for nurse retention

### BIBLIOGRAPHY

Numminen, O., Leino-Kilpi, H., Isoaho, H., & Meretoja, R. (2015). Newly Graduated Nurses Competence and Individual and Organizational Factors: A Multivariate Analysis. *Journal of Nursing Scholarship*. doi: 10.1111/jnu.12153

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