



A Study On Training System For Nursing Staff

Under the Guidance of
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Introduction

- Nursing personnel comprise the largest proportion of patient care givers in a hospital. Nursing care in hospitals takes on added importance today because increase in the service to patients requires intensive nursing care.
- Training of the hospital nurses after their joining could be one of the important methods of increasing their efficiency and effectiveness. Maximizing the efficiency and effectiveness of nurses is an essential for the integrity of hospital functions and the promotion of safe patient care.
- Staff development involves the training, education and career development of staff members. A shortage of skilled workers creates a stress on health care delivery system and undermines hospital quality. The purpose of this study is to assess the current training system available for the nurses joined in the hospital.

Rationale

- Nursing care is most vital and important function in hospital. At the same time, their level of competence is also a major concern. Therefore, studying training system in a hospital has significance. This study will help provide the knowledge regarding current training system for the nursing staff, and scope for improvement, if required

RESEARCH QUESTION

What is the current training system for the nursing staff after their joining in a hospital?

Objectives

- To assess the existing training system (after joining the job) for the nursing staff in a hospital.
- To identify the gap in the prevalent practices of the training system at the hospital.
- To recommend ways to strengthen the training

Methodology

» **Type of study:** Cross-sectional descriptive study

» **Study subjects:** Nurses

» **Sampling Method:**

The cluster sampling was used for the study.

Sampling for the hospital for six sub-departments in the Nursing Department workforce was done.

» CCU / CTVS

» MICU / SICU

» General Ward

» Emergency Ward

» OPD

» Pre & Post OP

Sample Size:

- CCU / CTVS 10 x 3 shifts =30
- MICU / SICU 10 x 3 shifts =30
- General Ward 10 x 3 shifts = 30
- Emergency ward 10 x 3 shifts =30
- OPD 10 x 3 shifts=30
- Pre & Post OP 10 x 3 shifts =30

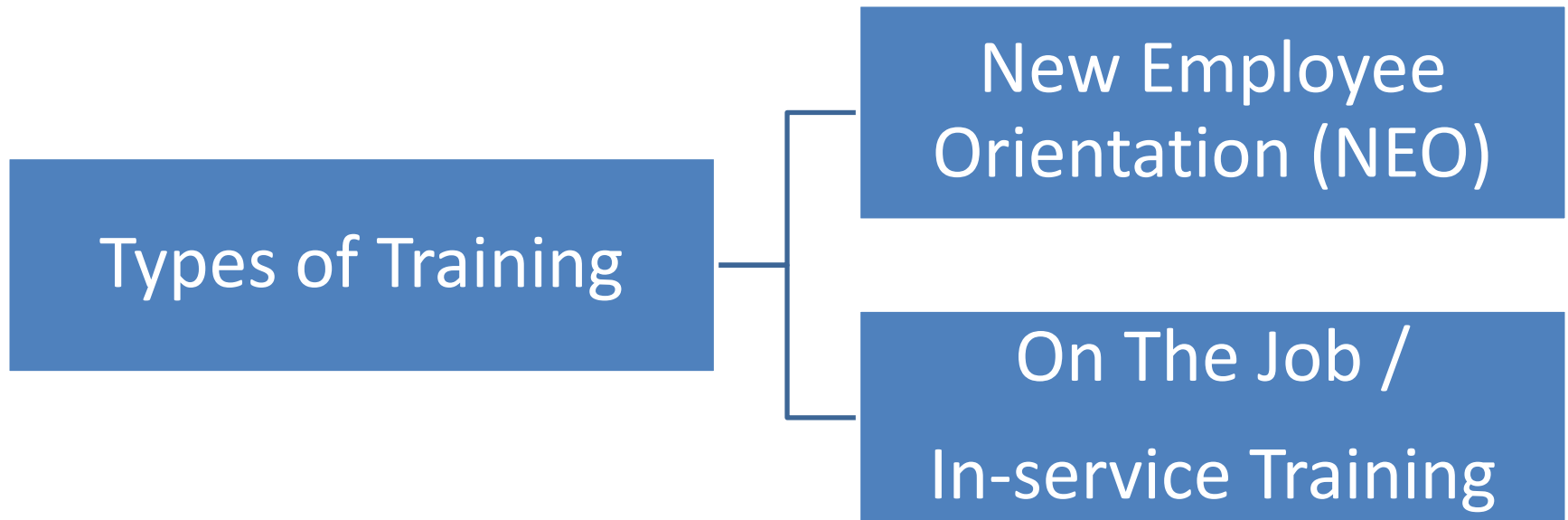
Study Procedure

- HR Department (Manager and Training coordinator) were contacted initially and briefed about the dissertation topic. A process was discussed, and a formal permission was sought.
- From each shift, a list was prepared keeping in view the hierarchy in consultation of the HR and the representatives from Nursing (CNO, Clinical Instructors)

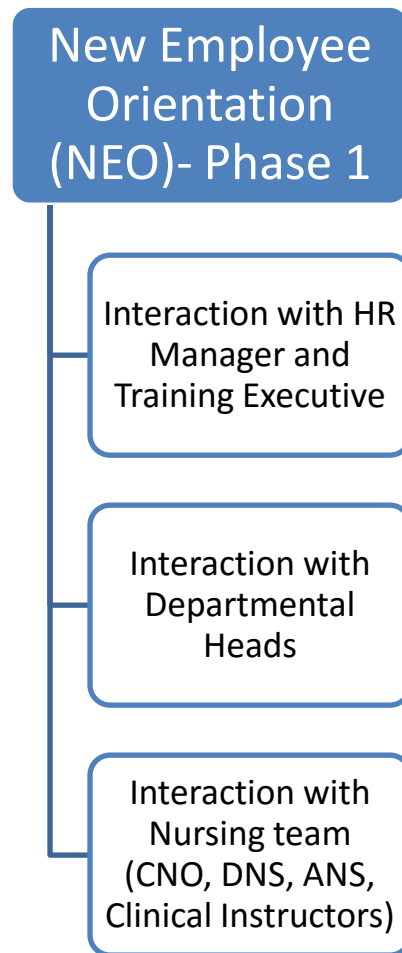
Data Collection Tools & Techniques:

- **For primary data**
- Interaction with Training In-charge/ HR manager using checklist.
- Interview with nursing staff using interview schedule.
- Interview with trainers using trainers schedule/ training calendar.
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- **For secondary data**
- Review of training system concepts.
- Review of Training Policy and system (training in-charge, training policy, circulars, process of nominations, training calendar, planning of training, assessment.

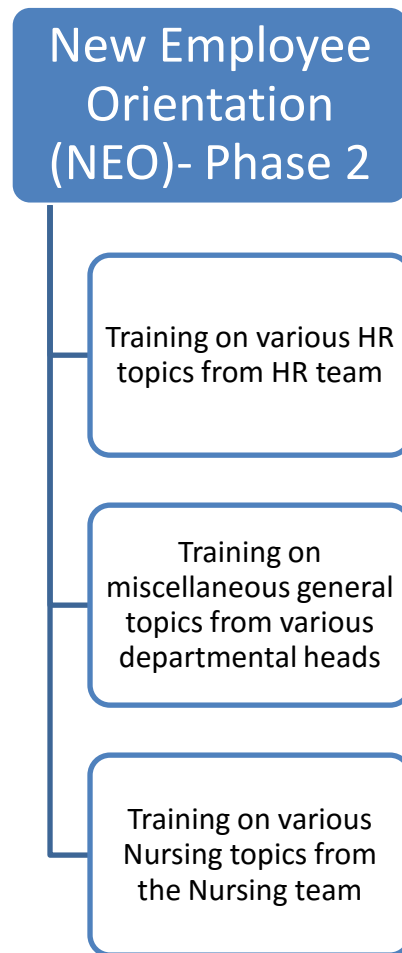
Types of Training (For Nursing Staff)



New Employee Orientation (NEO) Process



New Employee Orientation (NEO) Phase 2

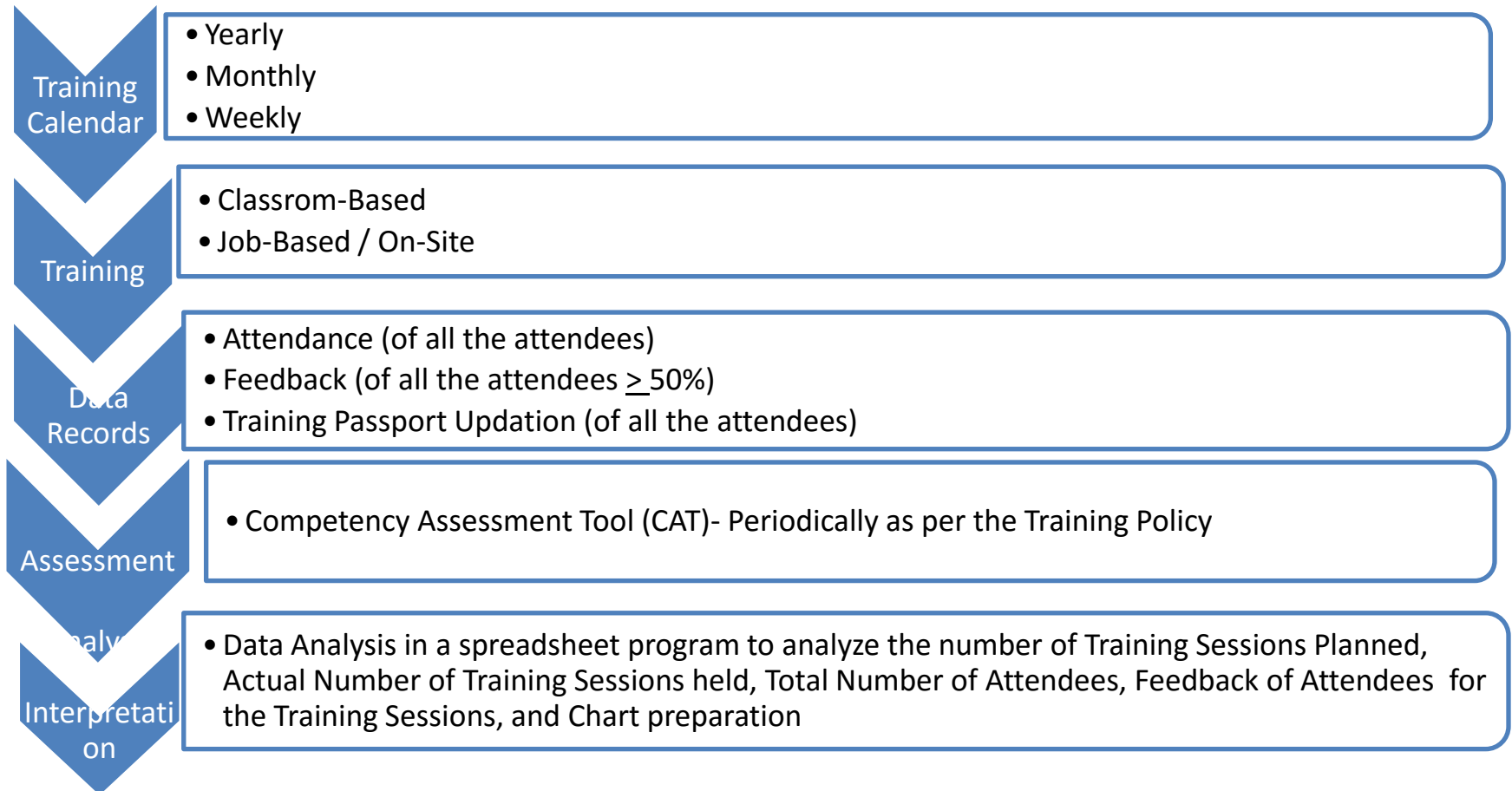


On the Job / In-Service Training Process

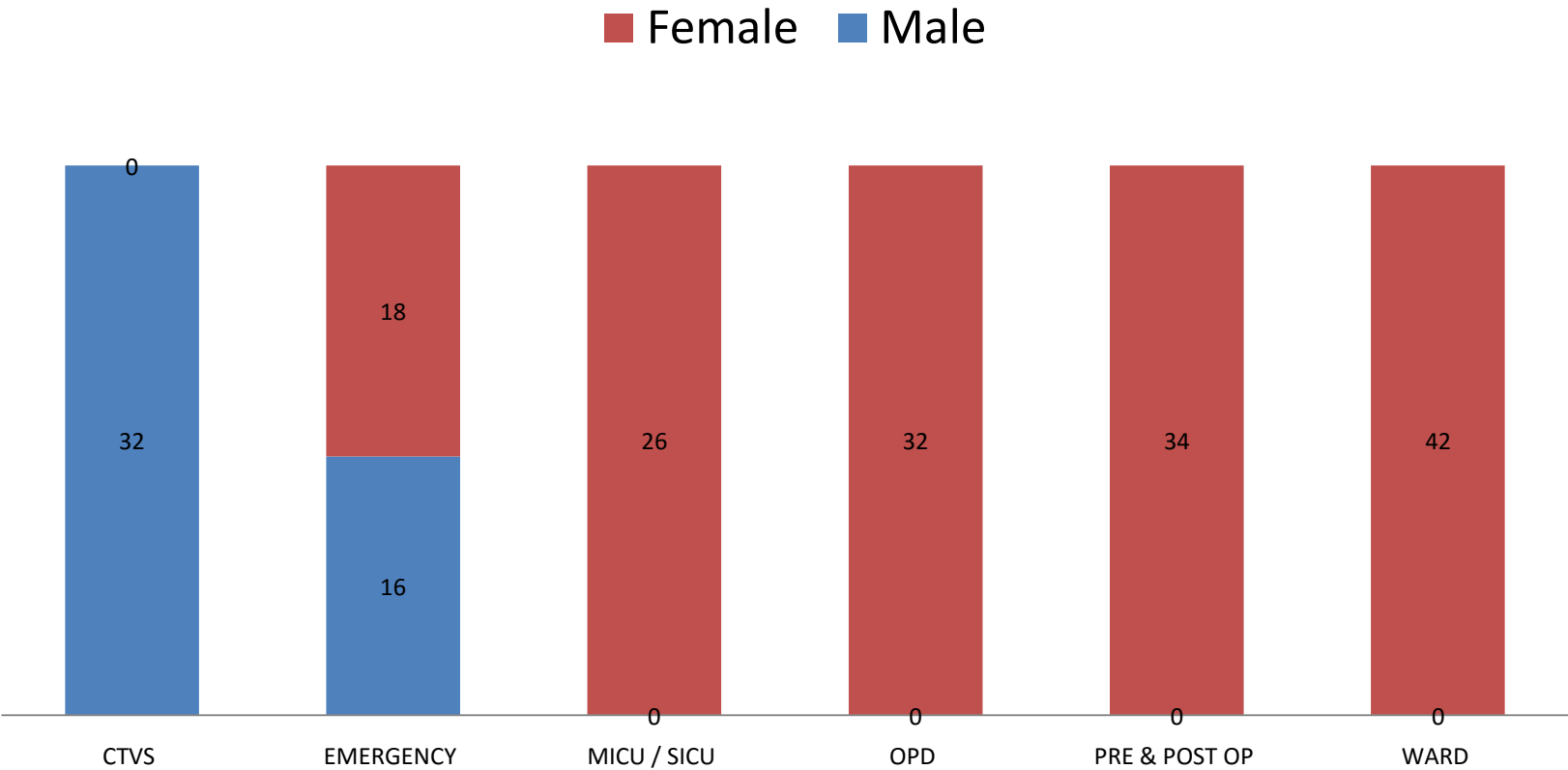


On the Job / In-Service Training

Process Phase 2



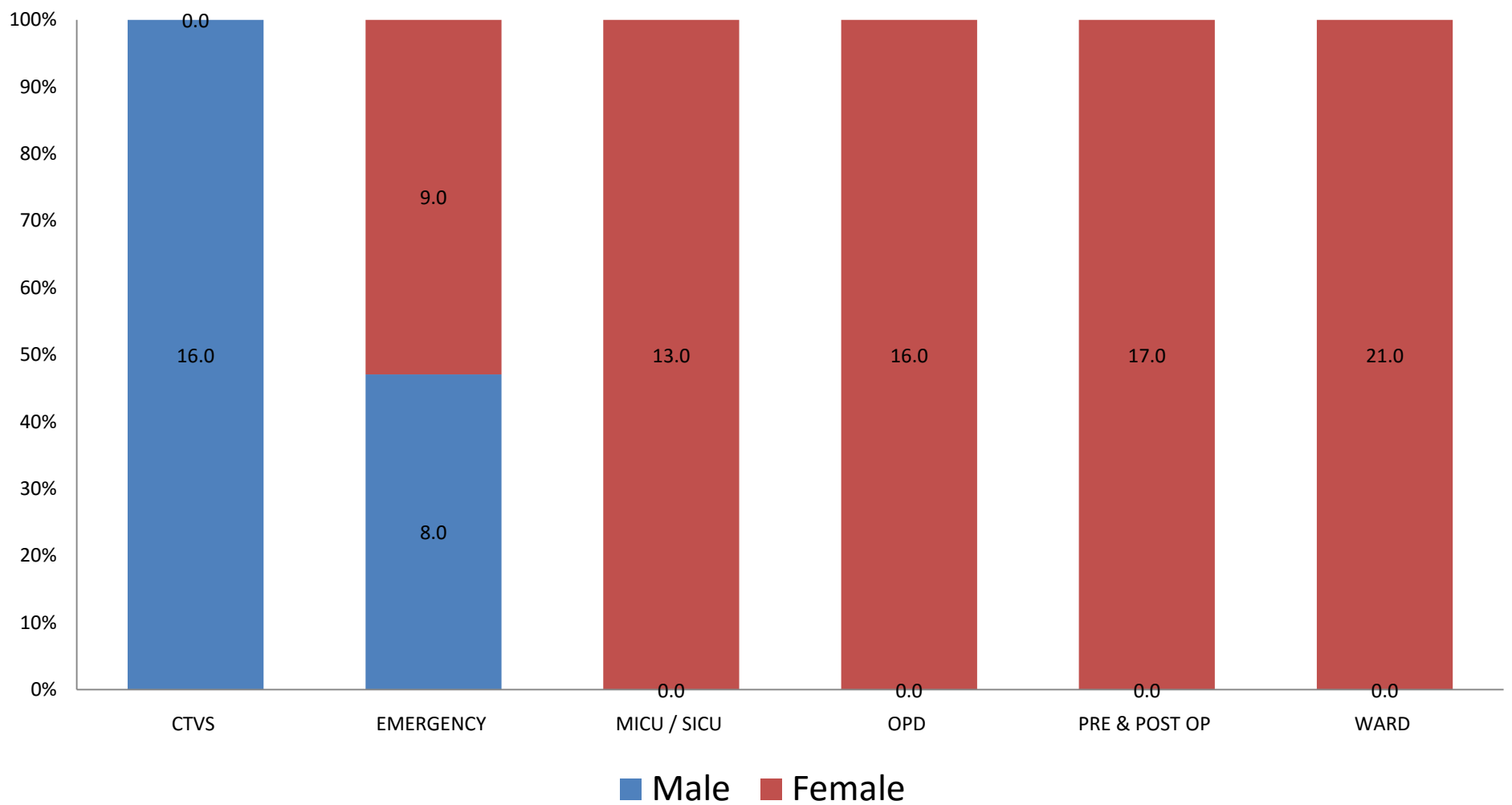
NURSING STAFF DISTRIBUTION OF MALE AND FEMALE AT PARAS HOSPITAL PATNA



Total nursing staff=200
Total males=48
Total females=152

The gender study shows that the majority of responses were from Female staffs

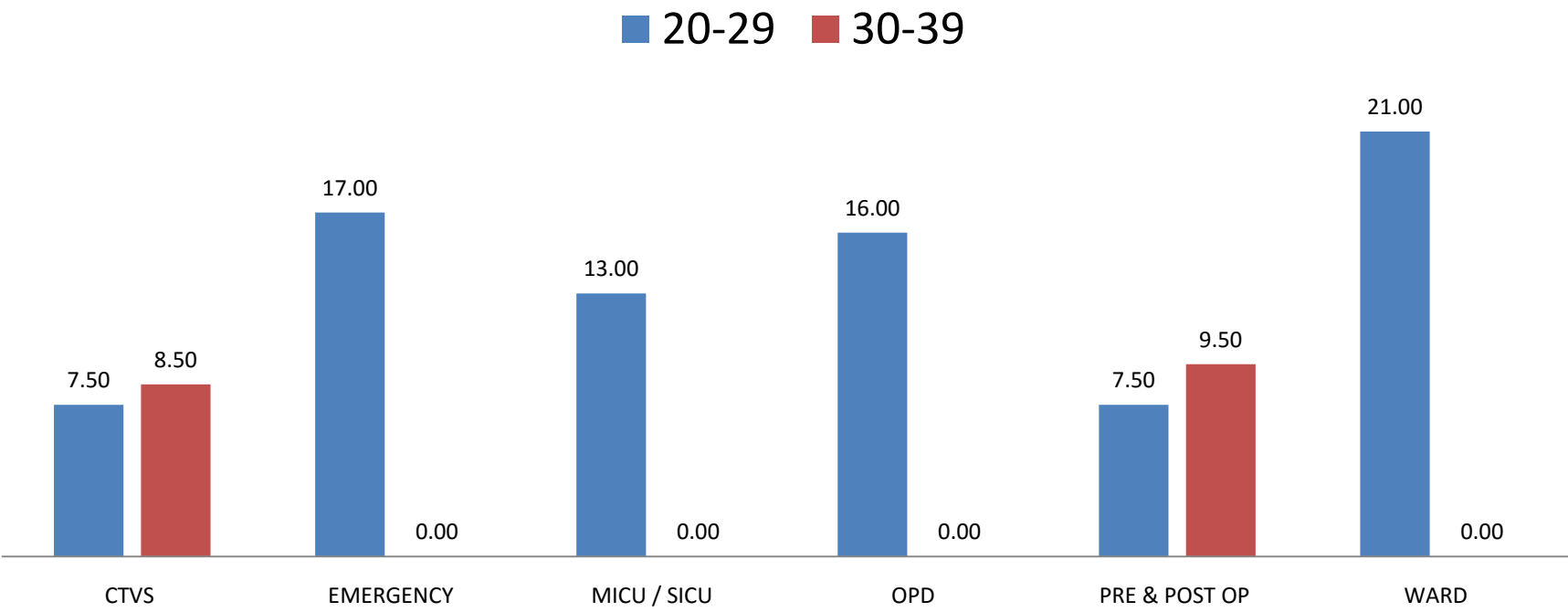
PERCENTAGE DISTRIBUTION OF NURSING STAFF IN DIFFERENT DEPARTMENTS



Total males =24%
Total females=76%

Majority of nursing staff were female

Age wise Percentage distribution of nursing staff (in years)

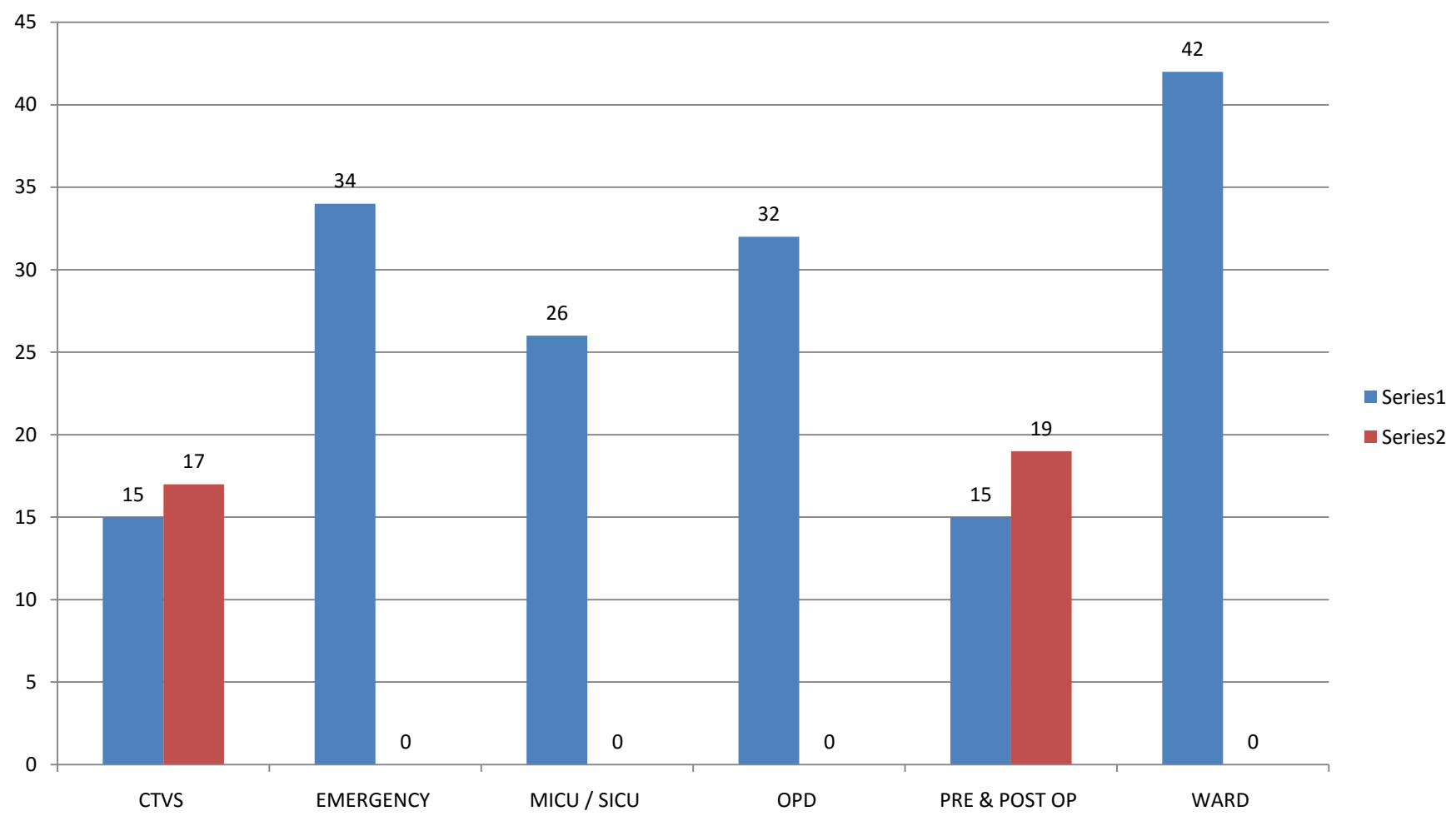


Most of the nurses who were working are of 20-29 age group

Total males(20-29)=164

Total females(30-39)=36

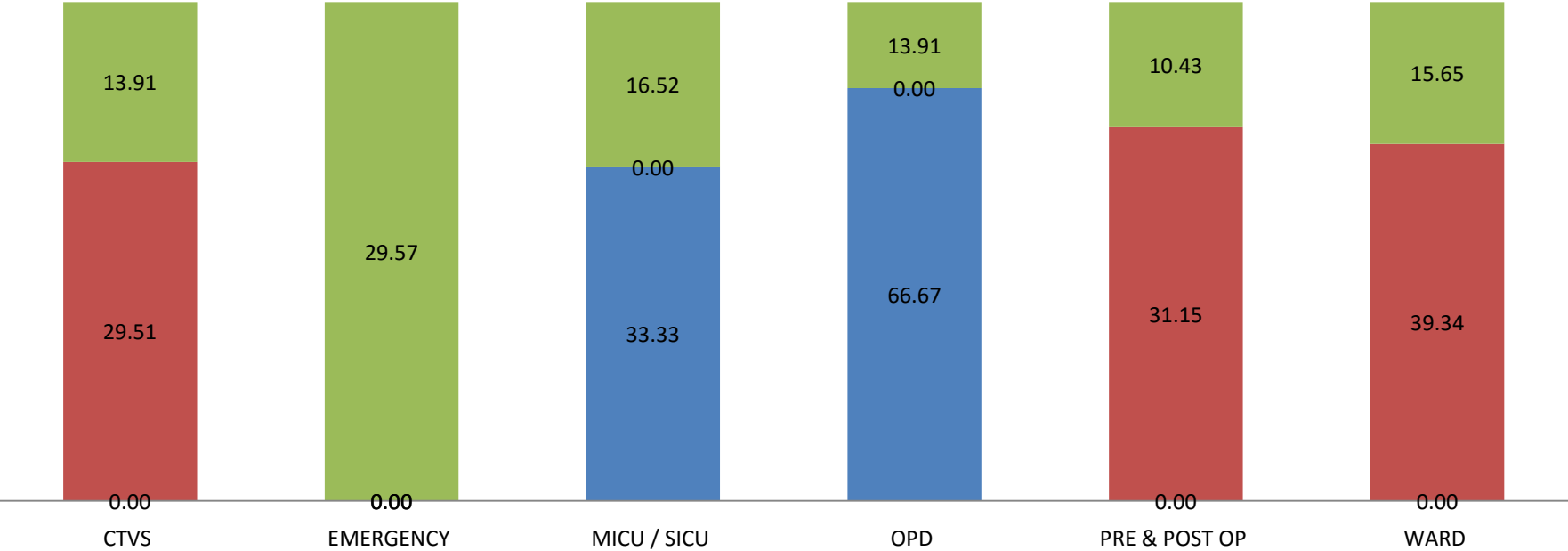
THE AGE GROUP



Total males(20-29)=164
Total females(30-39)=36

B.Sc (Nursing) GNM ANM

Percentage distribution of Nursing Staff Qualification wise



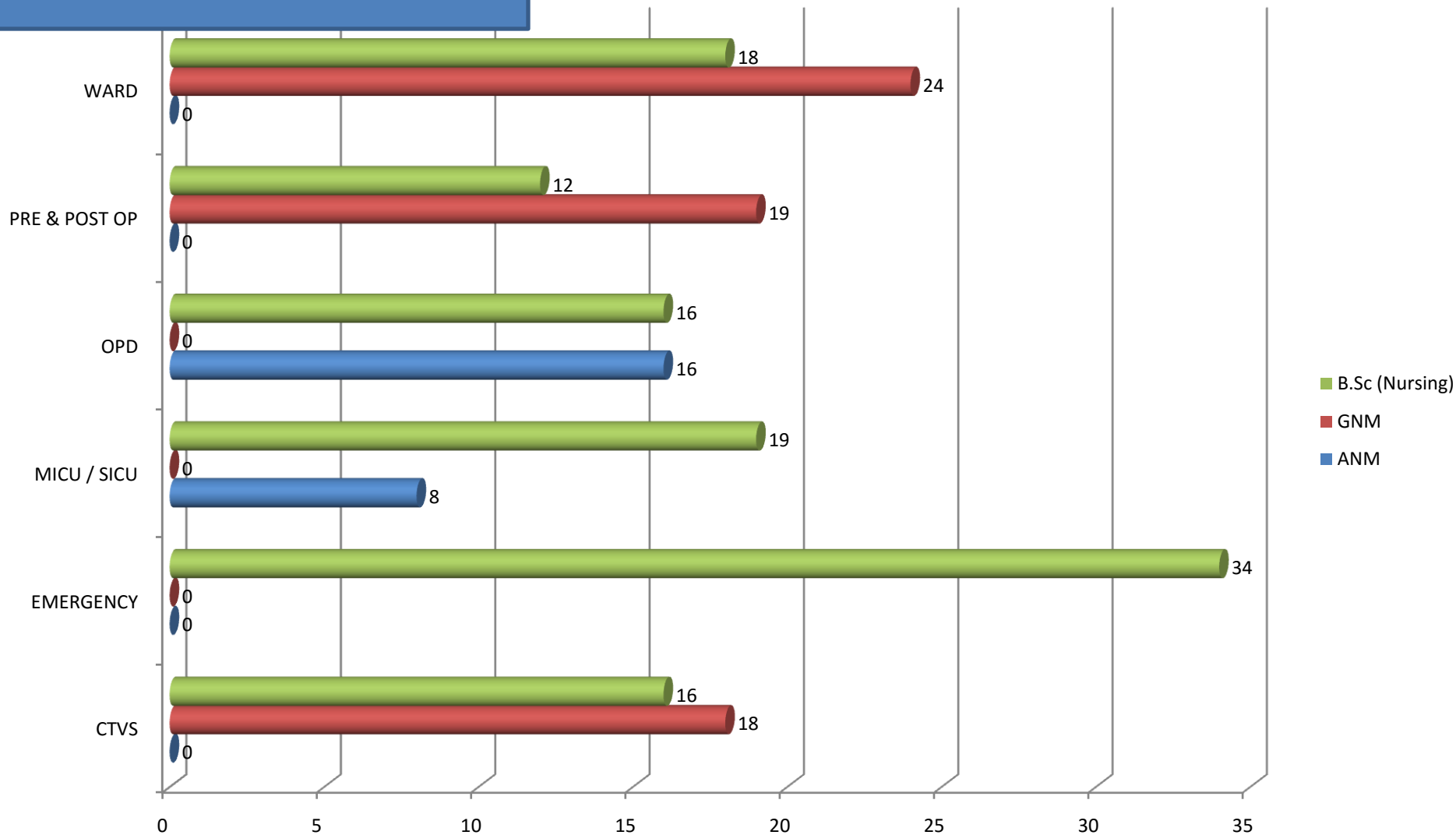
major portion of the study was from the B.Sc (Nursing) background followed by GNM and ANM.

Total no of B.Sc(Nursing)=115

Total no of GNM(Nursing)=61

Total no of ANM(Nursing)=24

THE QUALIFICATION STUDY

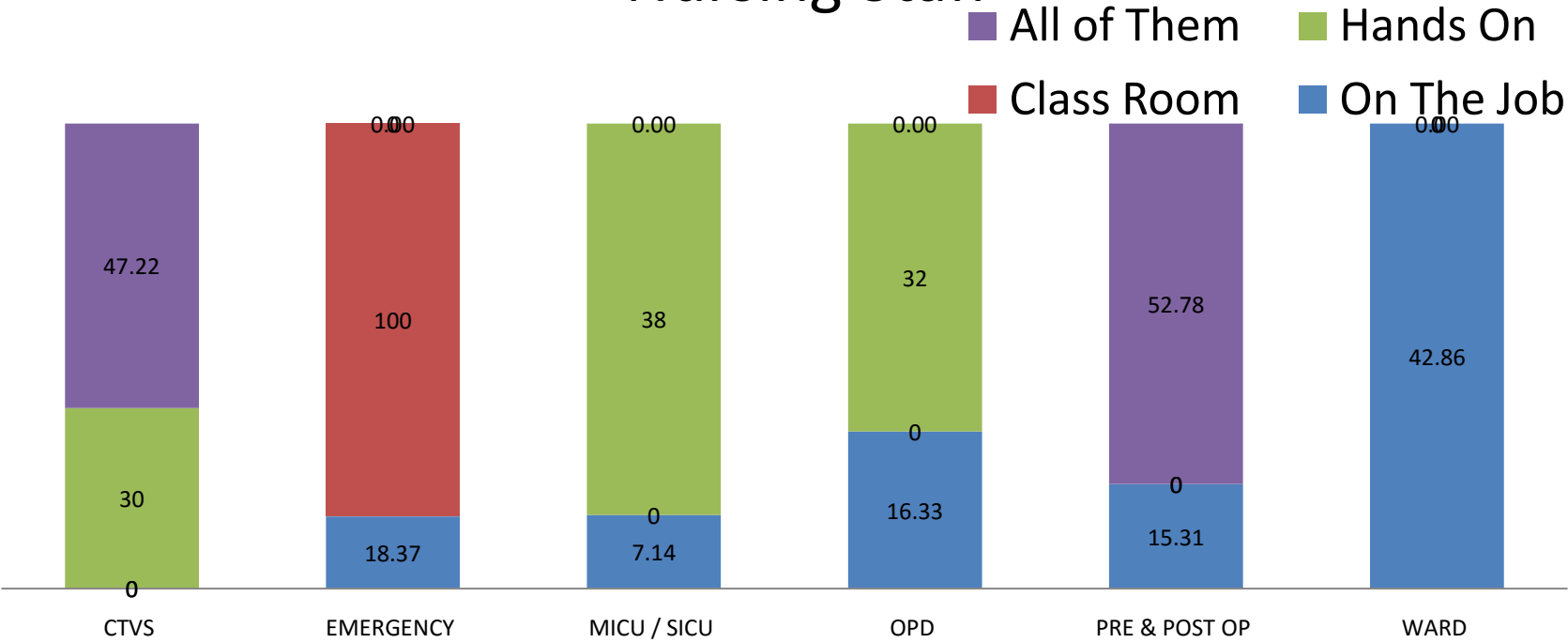


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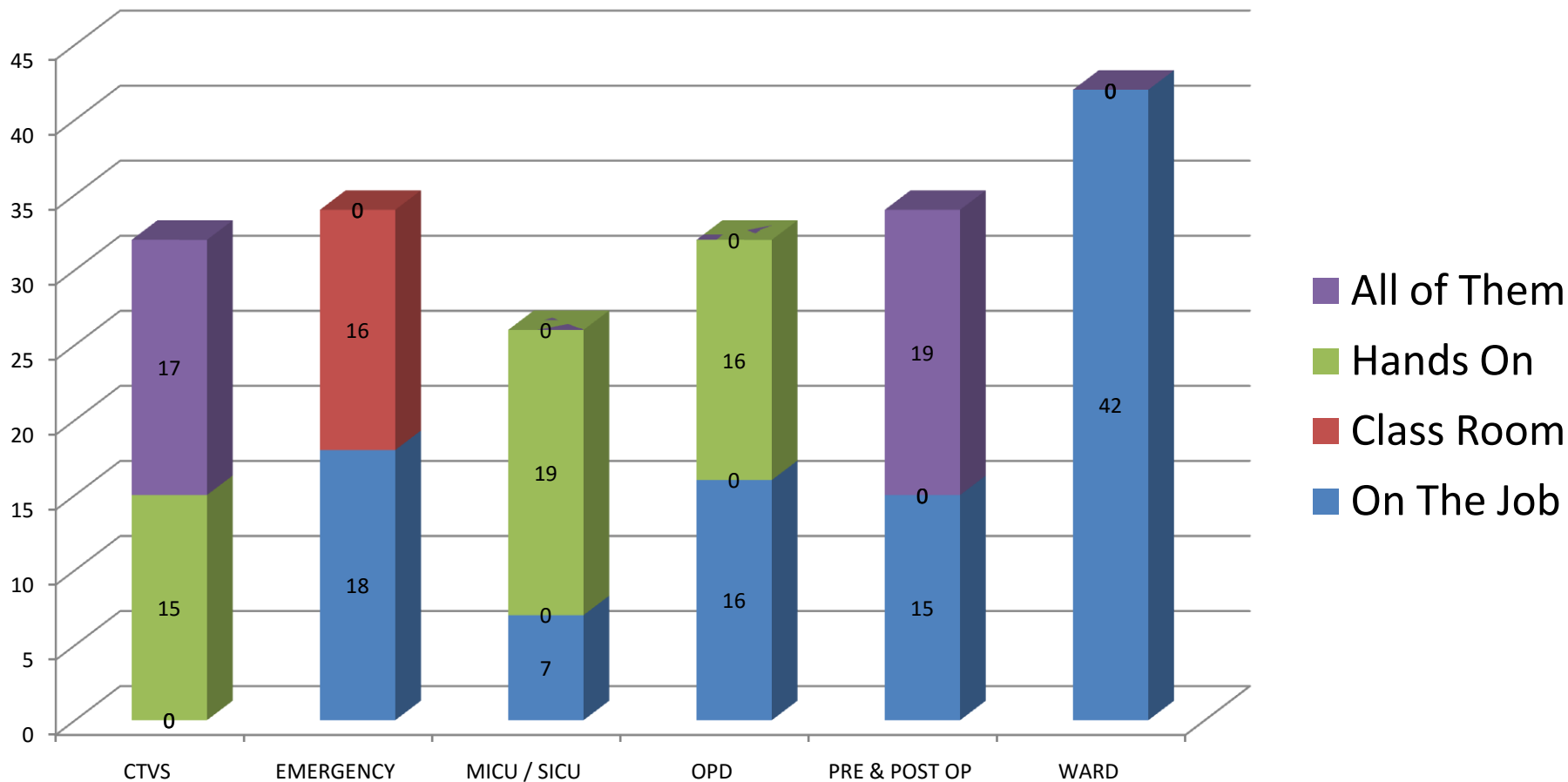
Percentage distribution of training given to the Nursing Staff



The type of training was well scattered according to the needs, department specific

All of them=36
Class Room=16
Hands on=50
On the job=98

THE TRAINING STUDY



All of them=36
Class Room=16
Hands on=50
On the job=98

Data Interpretation

- The data shown above represents the fact of the Training system in PARAS HMRI, that nurses work in sync with the training team following the policy to deliver great results.
- The gender study shows that the majority of responses were from Female staffs.
- The age group study depicts that the age group of 20-29 is the one that forms a major chunk.
- The qualification study refers to the fact that major portion of the study was from the B.Sc (Nursing) background followed by GNM and ANM.
- The type of training was well scattered according to the needs, department specific.

OBSERVATION

- Except emergency, other training did not include classroom teaching method.
- Except OPD department ANM training was not conducted in all the department
- GNM training was not conducted in emergency MICU/SICU and OPD department
- Nurses were not receiving training regarding all methods in their respected field

SUGGESTION

- All type of training should be imparted to all staff including ANM GNM's. as GNM was the neglected staff for training.
- Training System should incorporate more interactive sessions.
- Female staff should be recruited in CTVS department as female patient is also taking treatment.
- Focus should be more on Class room training

CONTINUE...

- Trainers should be more versatile in nature of the training imparted
- Regular Training need assessment should be done to check their knowledge and skills..
- Cash benefits or other perks can be used as a tool of encouragement for increased participation.
- Appraisal system should be linked to the participation of the staff

CONCLUSION

- The study was done on a major constituent workforce of a hospital. This study shows and emphasizes on the point that Training is an ongoing process and need of an organization. Training can also be considered as a continuous learning process which needs to be evolved and evaluated periodically.
- Training is a two way interactive process which is beneficial for the growth of an organization as well as an individual.

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Thank you