

Challenges faced by novice nurses in healthcare during COVID-19

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Index

1.Introduction

2.Organization Profile

3.Objectives

4.Research Methodology

5.Results and Discussion

6. Conclusion

Introduction to project

The year 2020 has been striving to survive to a new disease caused by a mutation in the coronavirus and, in late January, the World Health Organization (WHO) declared it a public health emergency of international concern and terming it “pandemic” over the time. Guidance on how to deal with patients with Covid-19 still remains a major challenge due to the emergence of new mutant strains. The psychological effects posed by such circumstances increase levels of stress amongst health professionals especially the novice nurses who have just laid their first step in their career often causing many of them to have burnout syndrome . Novice nurses face different challenges during their initial year of their career including work load, lack of self-confidence, lack of communication skills, lack of interpersonal; relationships with co-workers and little knowledge about different complex procedures, chasing time to accomplish the tasks given and low competency level in performing certain clinical skills and to add to this, the covid pandemic situation has made it even more challenging.

Jupiter Hospitals

Jupiter Hospital is a multi-specialty, tertiary care Hospital that lays its foundation on a 'Patient first' ideology. The hospital caters to all branches of medicine right from birthing and new born care up to cancer and multi-organ transplants.

Jupiter multi-speciality Hospital is the epitome of medical innovations and quality healthcare that offers easy connectivity and accessibility to patients from all the nodes across Thane and Pune.

A 400,000 sq. ft. hospital stretched over an area of 3 acres, Jupiter multi-speciality hospital is on par with any top-notch hospital in the world and is the region's 1st hospital to be accredited with NABH. The hospital supports the accommodation of 350+ beds that are spread across 7 floors along with its state of the art laboratories that offer across the board diagnostic and screening facilities.

Jupiter multi-speciality offers the finest care for the treatment and management of a wide array of diseases and disorders that require medical or surgical intervention. The hospital has highly specialized and coordinated medical teams offering personalized and integrated treatments in the fields of cardiology, oncology, neurology, nephrology, orthopaedics, rheumatology, paediatrics and many other specialities

Objectives of the project:

- 1)To determine the challenges faced by the novice nurses working in a healthcare during the pandemic situation
- 2)To assess the impact of covid-19 pandemic situation on these novice nurses.
- 3)To recommend measures to combat the challenges faced by these novice nurses.

Research methodology

Research methodology is a way of systematically solve the research problem. It may be understood as all those methods or techniques that are used for conduction of research.

a)Research design: Exploratory type

b)Sample: Subjects of the project work comprised of novice nurses working in critical and non- critical care areas.

c)Sampling technique: Non-probability convenient sampling technique was selected for the project work.

d)Sample size: Subjects of the project work comprised of 50 novice nurses working in critical and non- critical care areas.

e)Data collection: Data was collected from 50 subjects working in critical and non- critical area using survey questionnaire

f)Data Analysis and Data Interpretation: The collected data was tabulated, analyzed, organized and presented using descriptive statistics.

Data Analytics

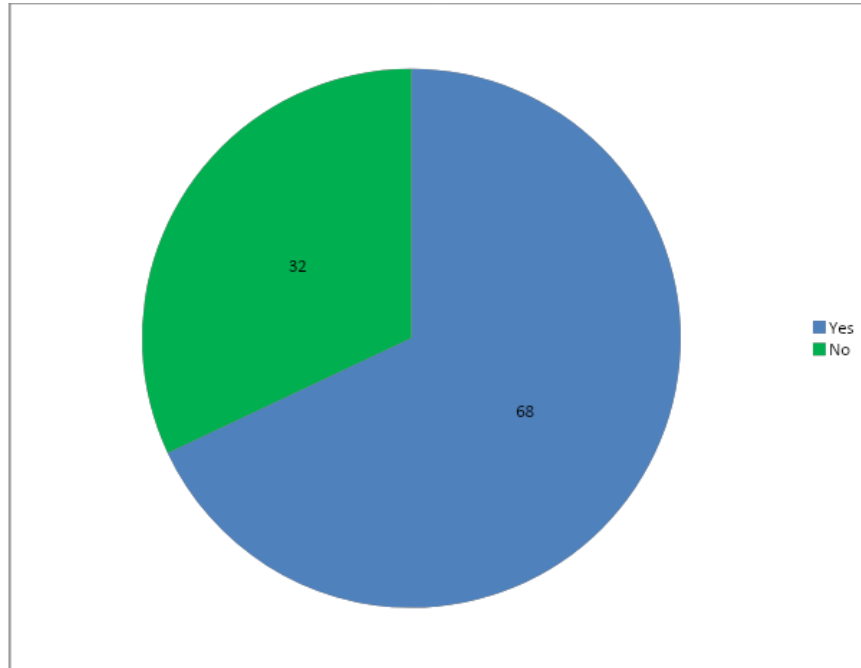


Figure 1: Illustrates the responses of subjects to the question – Has the Covid-19 pandemic situation increased your workload?

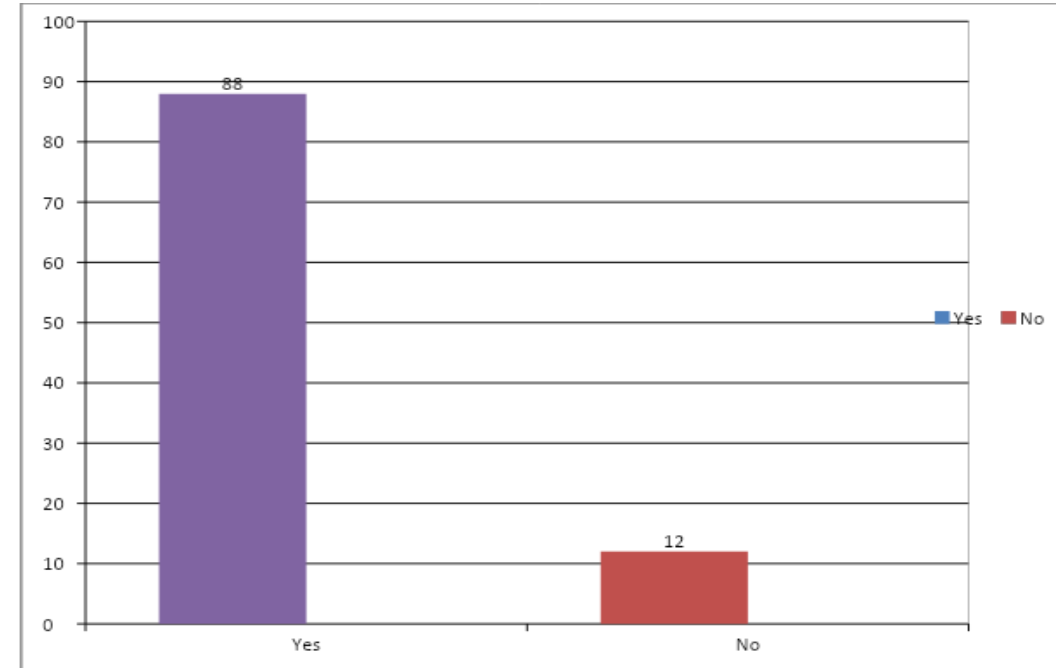


Figure 2: Illustrates the responses of subjects to the question –Do you feel confident in handling a patient with respiratory symptoms?

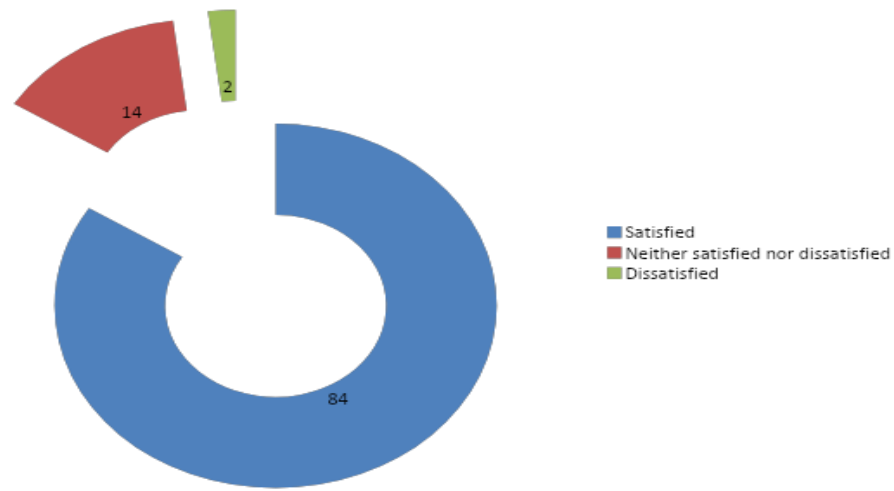


Figure 3: Illustrates the responses of subjects to the question – How satisfied are you with your buddy during your learning phase at work?

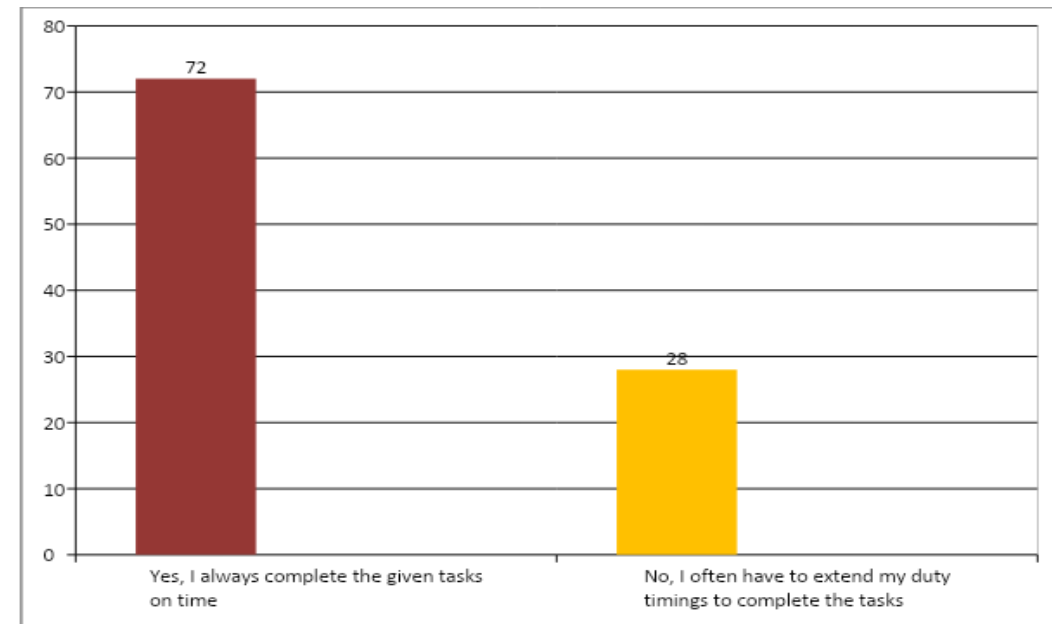


Figure 4: Illustrates the responses of subjects to the question – Are you able to complete the given tasks on time in your regular duties or need to extend your time to complete the tasks?

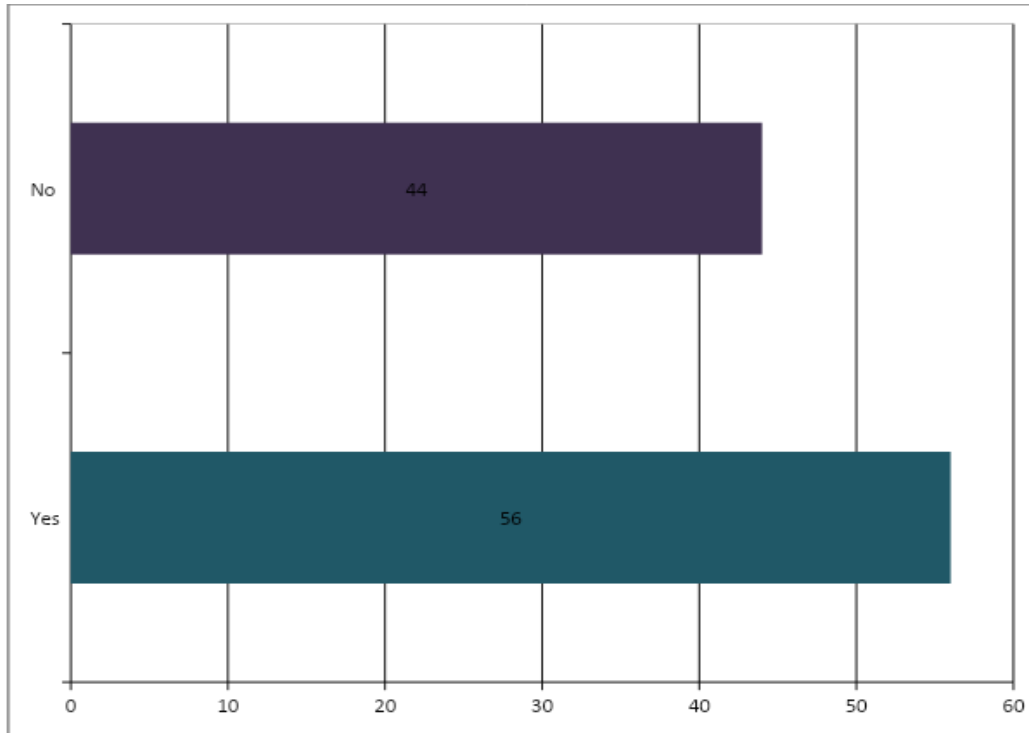


Figure 5: Illustrates the responses of subjects to the question –Do you think the present Covid-19 pandemic situation has impacted your ability to function due to increased complexity at work?

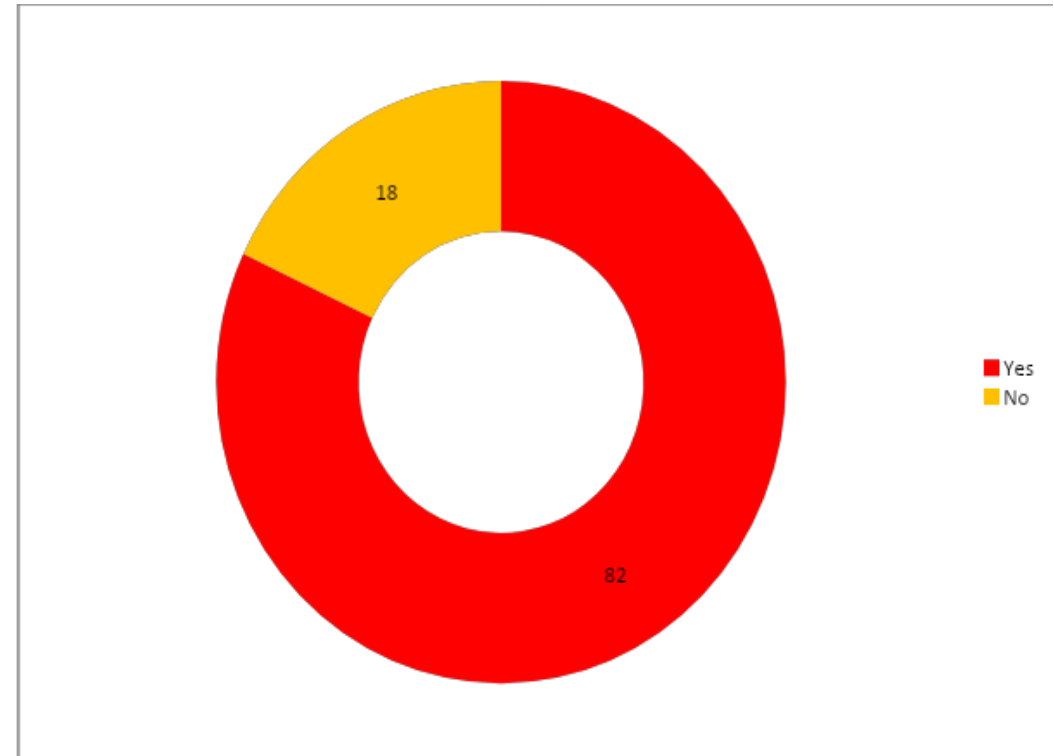


Figure 6: Illustrates the responses of subjects to the question –Do you feel frequent trainings and sessions in Covid-19 pandemic disease combined with some recreational activities like yoga and music therapy will help in reducing your stress levels?

Results and discussion

Based on the findings of the project work, I would like to put forward a few recommendations:

Communication with the newly joined nurses by the respective nurse manager/ nurse-in-charge of the unit, nurse educator and clinical instructor on a weekly basis for atleast a period of 3 months to clear their queries and inhibitions if any and thus boost their confidence level.

Frequent sessions on infection control practices should be conducted as a priority both at departmental level and mass trainings to keep them abreast with the protocols and policies.

Professional counseling and continuous appreciation by the superiors will inculcate a sense of team spirit and bonding, which should be made as a practice by the HR for creating a feeling of oneness.

Adequate rest periods, offs as per HR policy, nutritional management should be incorporated to prevent burnout syndrome and to reduce the attrition rate.

Buddy (preceptor) should be adequately be trained in not only teaching and guiding the newly joined but also should mandatorily undergo psychological counseling sessions by certified counselors to help their preceptee's.

Recreational activities like indoor games, mind games, music therapy and yoga should be included as it would boost their physical, mental and intellectual ability and thus enhance their functional ability at work.

Conclusion

The era of 2020 has accepted the fact that nurses are not only the backbone of every healthcare organization but also at the frontline for fighting the deadly COVID-19 virus. Thus nurses have a valuable and crucial contribution in the field of healthcare and so it is the responsibility of an organization as a whole to develop mechanisms to promptly identify the challenges faced, and provide a helping hand to the newly joined nurses, to provide them with adequate and constant support and guidance to combat all the inhibitions and prepare them to deliver quality care to patients and be better professionals.