
CHALLENGES FACED BY TYRO NURSES IN COVID-19

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INTRODUCTION

The lack of confidence and other added stressors has left frontline nurses, especially the novice ones more susceptible— physically and emotionally—to a persistent sense of guilt and anxiety

Tyro nurses face different challenges during the initial year of their career including workload, lack of self-confidence, lack of communication skills, lack of interpersonal; relationships with co-workers and little knowledge about different complex procedures

Objectives :

- To determine the challenges faced by the tyro nurses working in healthcare during the pandemic situation
- To assess the impact of the covid-19 pandemic situation on these tyro nurses.

Methodology

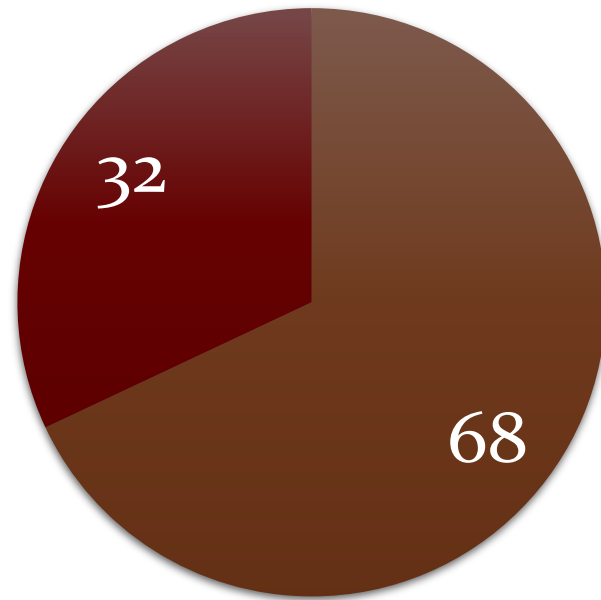
- **Research design:** The research design selected for the present study was exploratory type
- **Sample size:** The sample comprised of 50 staff nurses working.
- **Sample technique:** Non-probability convenient sampling technique was selected for the project work.
- **Data collection procedure:** Permission was obtained from the Head Nurse. The purpose and nature of the study was explained to the authority to gain co-operation. The investigator enquired the willingness of the participants who will be part of the project. The data was collected in a week with the help of survey keeping in view the target subjects required with the help of survey questionnaire.
- **Data analysis:** The collected data was tabulated, analysed, organized and presented under the following different headings using descriptive statistics.

Parameters		No. of cases	Percentage (n=50)
Gender	Male	13	26 %
	Female	37	74%
Professional Qualification	G.N	17	34%
	P.B.B. Sc Nursing	3	6%
	B.Sc. Nursing	30	60%
Department	Critical Care Area	34	68%
	Non- critical Care Area	16	32%
Do you have any information on COVID- 19 before joining the organization?	Yes	42	84%
	No	8	16%

Finding & Interpretation

- Data shows that out of the total subjects (n=50) i.e., 100%, 37 (74%) were females and 13 (26%) were males.
- Maximum of the subjects 30(60%) are B.Sc. nurses, 17(34%) have done G.N as primary degree and 3 (6%) have completed their P.B.Sc nursing course
- Majority of the subjects 34 (68%) were working in critical care area and a small proportion of the subjects 16 (32%) were from non-critical care area.
- Most of the subjects 42 (84%) had some information about COVID-19 before joining the organization and 8 (16%) had no information on the same.

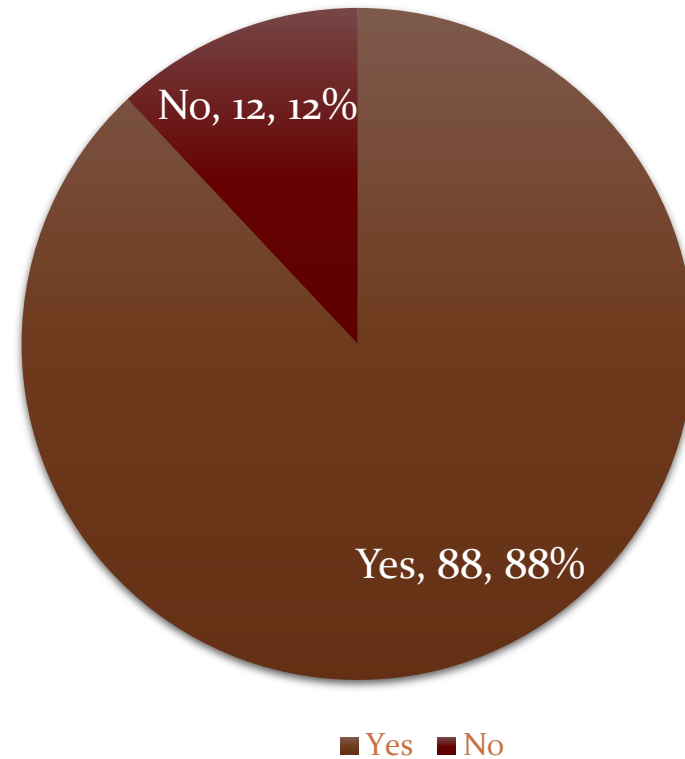
Has the Covid-19 pandemic situation increased your workload?



■ Yes ■ No

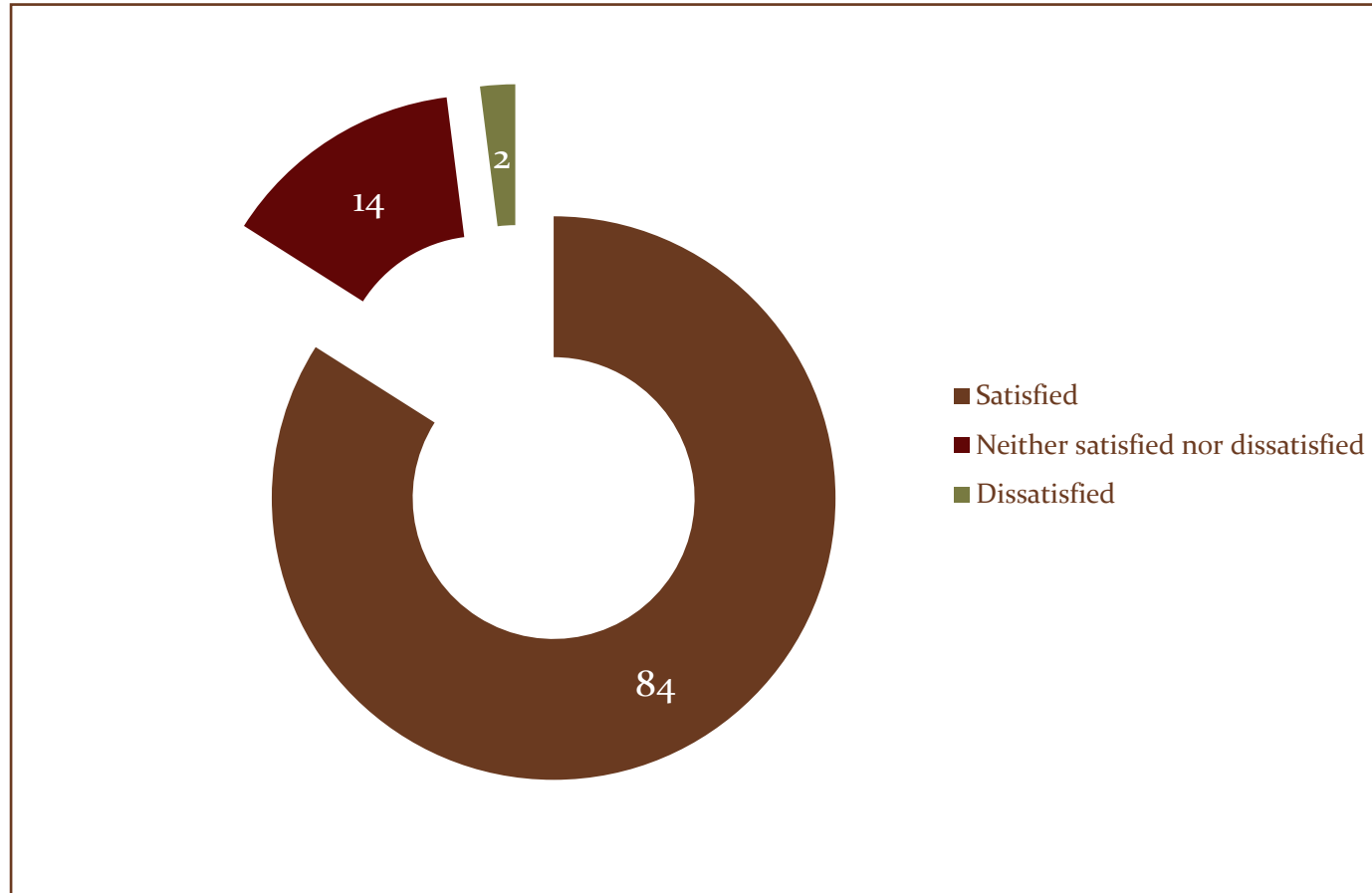
Out of the 50 subjects, 34 (68%) were of the opinion that COVID-19 has increased their workload and 16 (32%) were not of the opinion, thus it can be concluded that workload has increased during pandemic situation

Do you feel confident in handling a patient with respiratory symptoms?



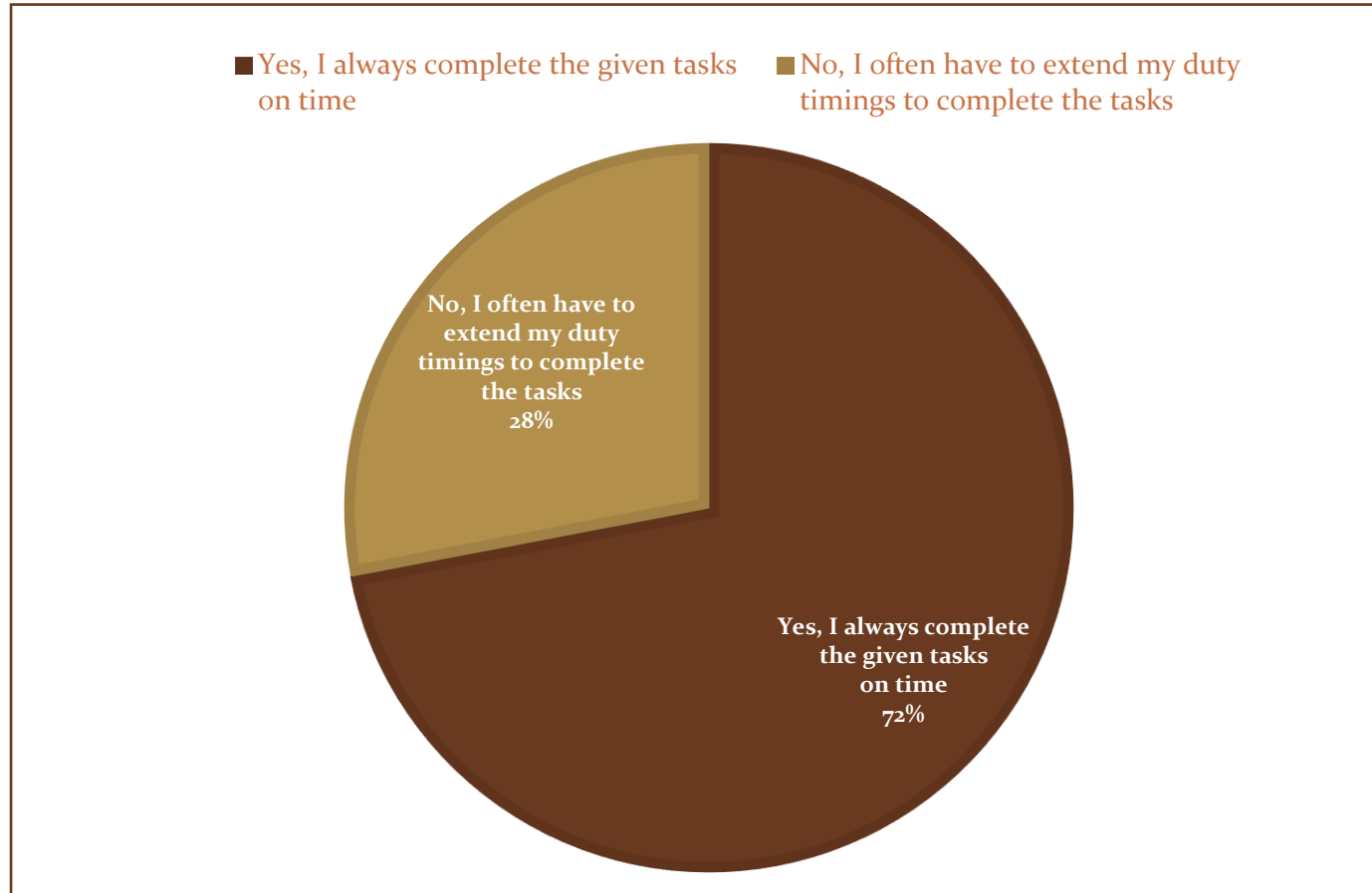
Out of the 50 subjects, 44(88%) were confident in handling patients with respiratory symptoms and 6 (12) were not confident, hence inferences can be drawn that majority of the subjects were abreast with the infection control practices but sessions on regular basis will be helpful increasing their knowledge and thereby their skills to function efficiently

How satisfied are you with your buddy during your learning phase at work?



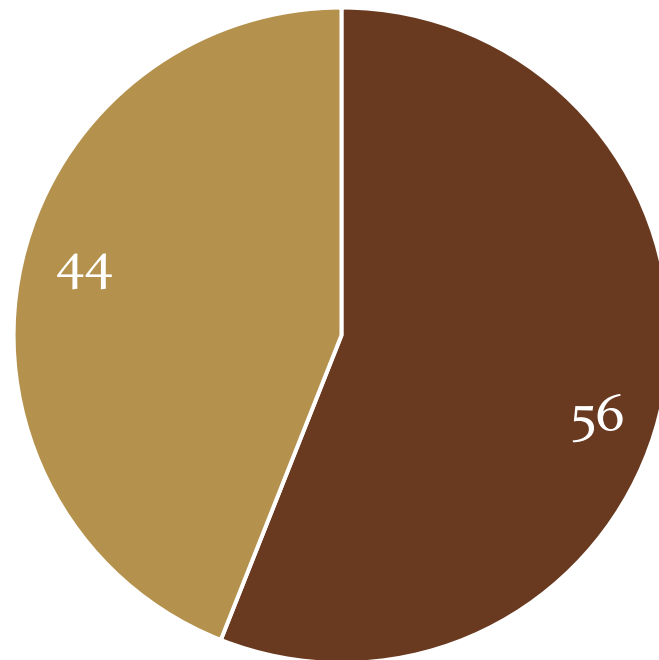
Out of the 50 subjects, 42 (84%) were satisfied in budding training, 7 (14%) were neither satisfied nor dissatisfied and 1 (2%) were dissatisfied, therefore it can be stated that buddy training is a crucial element in the initial phase with some additional supervision can play a vital role in the learning phase of the newly joined staffs

Are you able to complete the given tasks on time in your regular duties or need to extend your time to complete the tasks?



Out of the 50 subjects, 36 (72%) completed their tasks on time and 14 (28%) often delayed in completing the tasks, thus it can be concluded that those who are finding it difficult to accomplish their tasks on time can be benefitted through team building approach

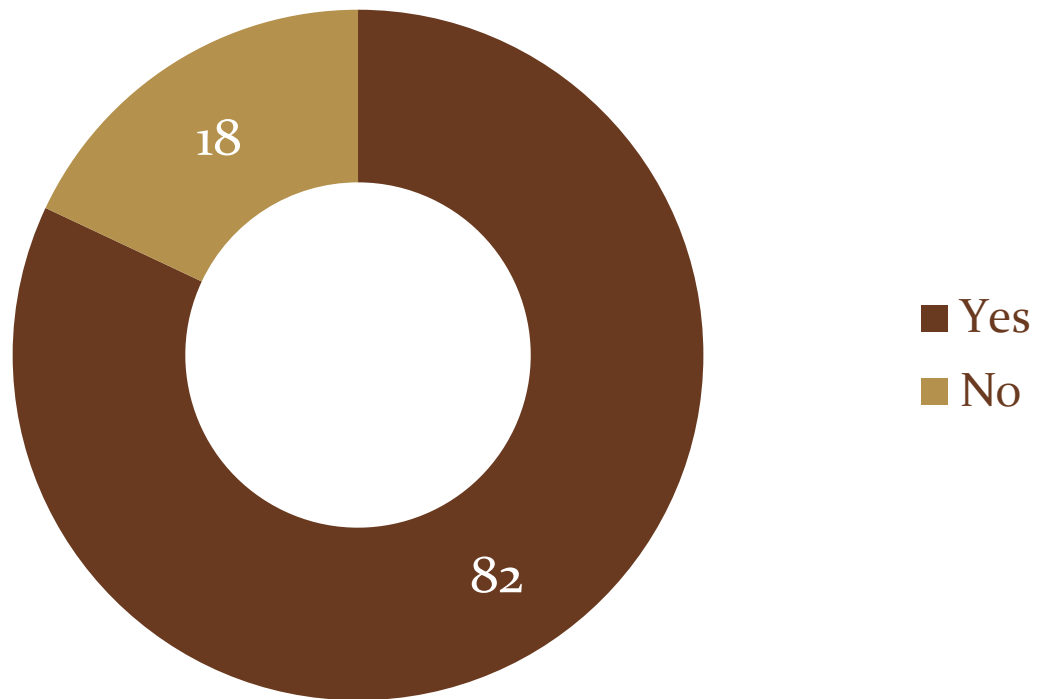
Do you think the present Covid-19 pandemic situation has impacted your ability to function due to increased complexity at work?



■ Yes ■ No

Out of the 50 subjects, 28(56%) were of the opinion that COVID-19 pandemic has affected their functional ability and 22 (44%) were not of the opinion, thus it can concluded that COVID-19 put forth more challenges for the newly joined to adapt to the working environment

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?



Out of the 50 subjects, 41 (82%) felt that frequent trainings and recreational activities will help them reduce stress and 9 (18%) were not of the opinion, therefore it can be concluded that such sessions would indeed be helpful in acting as a stress buster for the novice nurses.

Recommendation

- ❑ 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 at least 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.
- ❑ Books and literatures with English interpretation to enhance the communication skills of the staffs newly joined the organization to make them familiar with basic local language.
- ❑ 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.

Implications of the study

- **Nursing Practice:** Project work can contribute in the area of nursing practice by early identification of the challenges faced by the novice nurses and thus providing them with adequate counseling and teaching, and be a constant support to help them to reduce their stress levels and thus enabling these nurses to adapt and accept the working environment better and early. This would also aid in reducing not only the attrition rate but also burnout syndrome and thus make them productive in their professional life.
- **Nursing Education:** The inferences drawn from the project can be very useful to the nurse educators to prepare various sessions and mass trainings keeping in view the challenges encountered by the novice nurses and thus be a helping hand to these budding group of nurses.
- **Nursing Administration:** As part of the nursing administration, the nurse managers/ nursing in-charge play a vital role in the training of the newly joined nurses, to understand their difficulties, and accordingly help them take care of patients with confidence and also keep them updated of all the policies and protocols of the organization thus reducing their anxiety and helping cope better in the working environment.
- **Nursing Research:** Nursing research is an essential component of today's nursing education. The research is the only possible method to generate evidence for improving the existing knowledge and practice and therefore other researchers can utilize the inferences drawn from this project work for conducting further study.

Conclusion

- The era of 2020 till today 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.

THANK YOU