

“ FORTIFYING NURSING STAFF PERFORMANCE AT CIMS-KARKINOS CANCER CENTRE BHOPAL : A DUAL ASSESSMENT AND COMPREHENSIVE TRAINING PROGRAM FOR PERFORMANCE OPTIMIZATION.”

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INTRODUCTION

- CIMS –Karkinos Cancer Center Bhopal is a renowned multi-specialty hospital located in Bhopal, dedicated to providing comprehensive medical services to patients across a wide range of specialties. With a mission to contribute to society and make a positive impact on people's lives through high-quality healthcare services, it has established itself as a trusted healthcare institution in the region,
- The hospital has a team of experienced and skilled medical professionals, including doctors, surgeons, and nurses, who are committed to delivering the best possible healthcare outcomes. With a focus on general and specialist medical services CIMS – Karkinos Cancer Center | caters to the diverse healthcare needs of the local community.
- As a 100-bedded facility, it provides a comprehensive range of services to ensure the well-being of its patients. The hospital is equipped with state-of-the-art medical equipment and utilizes advanced treatment techniques to deliver accurate diagnoses and effective treatments. This enables the medical team to provide optimal care to patients, ensuring their safety and comfort throughout their healthcare journey.

INTRODUCTION (CONTD)

- Nurses are essential to providing top-notch patient care in healthcare settings. They are in charge of giving patients direct care, keeping track of their development, giving prescriptions, and guaranteeing their general wellbeing.
- The knowledge and skills of nursing staff directly impact patient outcomes and overall staff performance.
- Therefore, it is essential to identify knowledge gaps among nursing staff and implement targeted training programs to address these gaps and optimize their performance.
- CIMS-Karkinos Cancer Centre is dedicated to providing specialized care to patients with cancer.
- As cancer treatment continues to evolve, it is imperative that nursing staff stay updated with the latest knowledge and skills required to deliver effective care.
- Identifying the specific areas where knowledge gaps exist and designing a comprehensive training program tailored to address these gaps can significantly enhance nursing staff performance and improve patient care outcomes.

AIM

- The aim of this study is to investigate the impact of a dual assessment and comprehensive training program on nursing staff performance and patient care outcomes at CIMS- Karkinos cancer centre in Bhopal. The study aims to assess the knowledge gaps among nursing staff, design targeted training interventions to address these gaps, and evaluate the effectiveness of the training program in improving nursing staff knowledge and skills.



OBJECTIVES

- To assess the knowledge gaps among nursing staff and identify areas requiring targeted training.
- To design and implement a comprehensive training program that addresses the identified knowledge gaps and enhances nursing staff knowledge and skills.
- To evaluate the effectiveness of the training program by conducting a post-training knowledge assessment and analysing knowledge retention.
- To measure the impact of the training program on nursing staff performance and patient care outcomes.
- To provide recommendations for optimizing nursing staff performance and improving patient care outcomes in healthcare settings.

LITERATURE REVIEW

AUTHOR	YEAR	STUDY LOCATION	SAMPLE SIZE	SAMPLING TECHNIQUE	SAILENT FEATURES
Durairaj Rajan	2015	Tiruneveli City Tamil Nadu	100	Purposive and judgement sampling	The sampling techniques used in this study allowed for the selection of nurses working in private multi-specialty hospitals in Tirunelveli city who had specific qualifications and training experience. This focus ensured that the sample represented the desired population and provided insights into the effectiveness of training among nurses in that particular context.
Darell Spurlock	2018	USA	90	Purposive sampling	The study employed a two-group pretest-posttest quasi-experimental design. The intervention group received an evidence-based nursing training workshop consisting of four two-hour sessions held on two successive days. The control group did not receive any specific evidence-based nursing training
Mohammad Sadeghi Monirsadat Nematollahi	2016	Kerman University of Medical Sciences	72	Random Sampling	The study found that scenario-based education had a positive impact on The core competencies of nursing students in The Intervention group. However, The difference between The Intervention and control groups was not statistically significant.
Mohammed S. Aljohani Ahmad Tubaishat		Riyadh, the Capital of the Kingdom of Saudi Arabia.	123	Convenience sampling	Addressing Nursing Shortage and Faculty Training: The study suggests that simulation-based learning can help address the shortage of nursing faculty and increase the number of nursing students. It emphasizes the importance of nurse educators being well-trained in simulation to effectively educate students and staff nurses, ultimately leading to better outcomes.

METHODOLOGY

- **PROBLEM STATEMENT-** The nursing staff at CIMS Karkinos Cancer Center plays a crucial role in providing optimal care and support to cancer patients. However, there are several challenges that hinder their performance and the overall quality of care delivered. These challenges include the need for enhanced clinical skills, knowledge, and competence specific to cancer care, as well as the need for ongoing professional development and performance optimization
- **RESEARCH QUESTIONS-**
 - How can a dual assessment approach be effectively utilized to identify knowledge gaps among the nursing staff at CIMS Karkinos Cancer Center?
 - How can targeted training interventions be designed to bridge these gaps and improve knowledge retention?

MATERIALS AND METHODS-

- **STUDY DESIGN-** Quasi Experimental Study
- **SETTING-** CIMS –KARKINOS CANCER CENTRE BHOPAL
- **STUDY POPULATION-** Nursing staff working at CIMS –KARKINOS CANCER CENTER
- INCLUSION CRITERIA – Nursing staff who will be dedicated to take care of oncology patients
- EXCLUSION CRITERIA – Nursing staff dedicated to other departments patient care like urology, cardiology and also those staff who are doing night duty, and are on long leave (maternity, wedding, ramadan).

- **STUDY TOOLS-** The study will use a pre and post-assessment questionnaire as the study tool. The questionnaire will be developed based on the nursing knowledge and skills required in the healthcare setting. The questionnaire will assess the nursing staff's baseline knowledge and skills, as well as their knowledge and skills after the targeted training intervention. The study will also use a comprehensive training program developed specifically for the nursing staff based on the results of the pre-assessment questionnaire.
- **DURATION OF STUDY – MARCH 15 2023 TO MAY 31ST 2023**
- **SAMPLE SIZE-** 20 staff nurses, divided into 2 groups group a having 10 members and group b having 10 members.
- **SAMPLING TECHNIQUE-** Convenience Technique

RESULTS

Variable	Category	Frequency	%
Age	20-30	5	25
	31-40	9	45
	41-50	6	30
Gender	Male	4	20
	Female	16	80
Qualification	Diploma	11	55
	Graduation	8	40
	Post-Graduation	1	5
Experience	0-5	4	20
	6 to 10	5	25
	11 to 15	6	30
	> 15	5	25
Ward	ICU	2	10
	Surgical	2	10
	OT	3	15
	HDU	4	20
	Day-care	2	10
	OPD	2	10

DESCRIPTIVE ANALYSIS

- Pre Training Questionnaire Assessment –
- Mean - 8.14
- Standard Deviation – 3.91.

- Post Training Questionnaire Assessment –
- Mean – 13.33
- Standard Deviation -2.83.

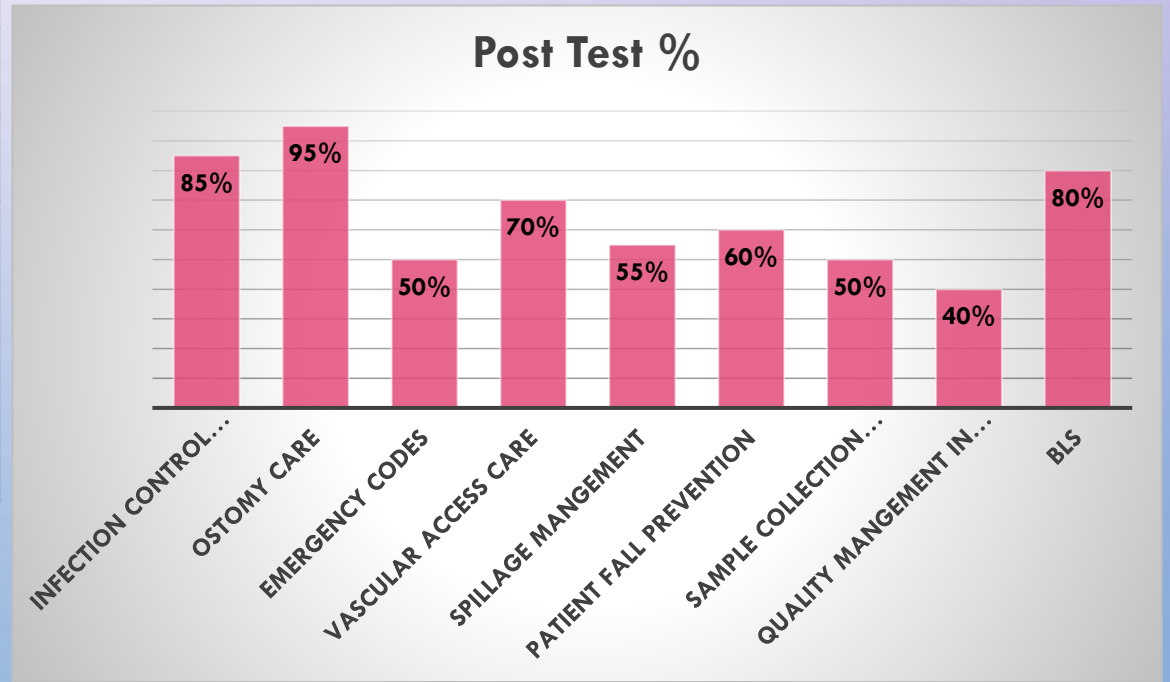
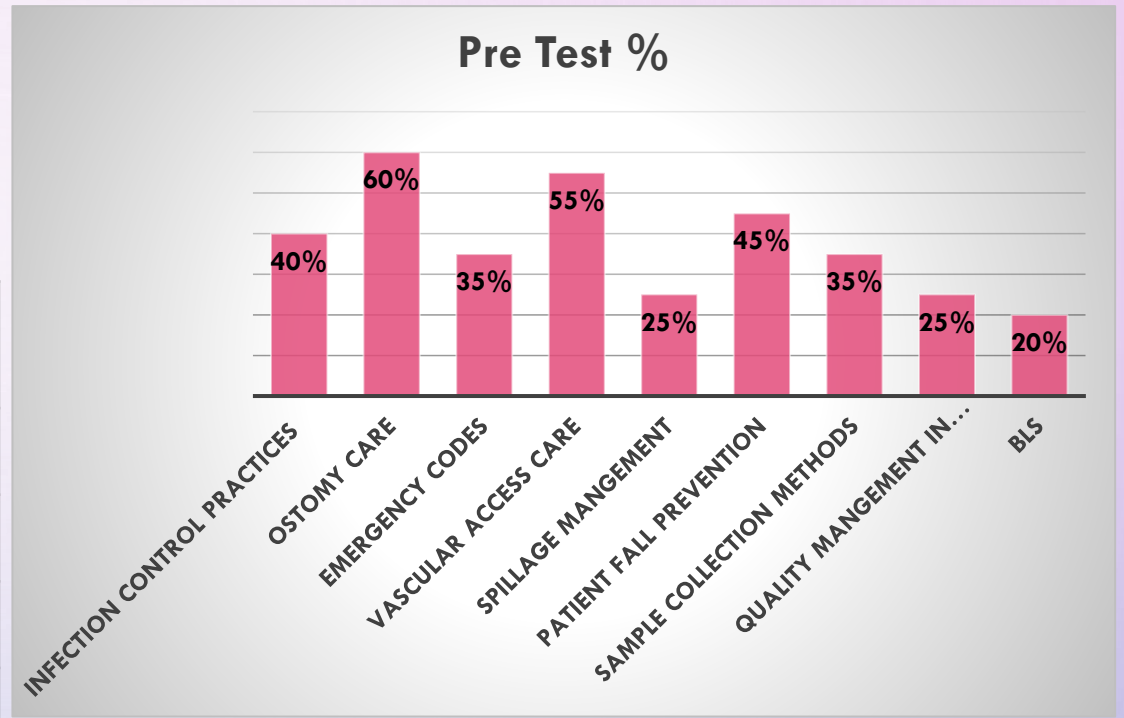
- **INTERPRETATION:**

1. **MEAN:** The mean score increased from 8.14 in the pre-training questionnaire to 13.3 in the post-training questionnaire. This indicates that, on average, the nurses' scores improved after the training intervention.

2. **STANDARD DEVIATION:**

- The standard deviation decreased from 3.91 in the pre-training questionnaire to 2.83 in the post-training questionnaire. A lower standard deviation suggests that the scores in the post-training questionnaire were less dispersed or more closely clustered around the mean compared to the pre-training scores.
- These findings suggest that the training had a positive impact on the nurses' scores, leading to an overall improvement in their performance. The increase in the mean score indicates that the nurses' knowledge or skills improved after the training. Additionally, the decrease in the standard deviation suggests that the training resulted in more consistent scores among the nurses.

Serial Number	Question Category	Pre Test %	Post Test %
1	Infection Control Practices	39%	79%
2	Ostomy Care	27%	67%
3	Emergency Codes	35%	50%
4	Vascular access care	55%	70%
5	Spillage Management	25%	55%
6	Patient Fall Prevention	43%	68.5%
7	Sample Collection methods	35%	50%
8	Quality Management in healthcare	29%	40%
9	BLS	20%	80%



PAIRED T – TEST

- NULL HYPOTHESIS (H0): There is no significant difference between the pre and post-training scores.
- ALTERNATIVE HYPOTHESIS (H1): There is a significant difference between the pre and post-training scores.
- Performing the paired t-test, we obtain the following results:
- T-value: 4.56
- Degrees of freedom: 19
- P-value: <0.001
- Since the p-value is less than 0.05, we can reject the null hypothesis and conclude that there is a statistically significant difference between the pre and post-training scores. This indicates that the training program had a significant impact on the participants' scores.
- To calculate the confidence interval for the difference between the pre and post-training scores, we can use the paired t-test results and the given data:

CONFIDENCE INTERVAL

- Using a confidence level of 95% ($\alpha = 0.05$), we can calculate the confidence interval :
- = (6.194, 10.606)
- The confidence interval for the difference between the pre and post-training scores is (6.194, 10.606) with a confidence level of 95%. This means that we are 95% confident that the true population mean difference falls within this range.
- Overall, the confidence interval suggests that the training program has a statistically significant and positive effect on improving the nursing staff's performance at CIMS KARKINOS CANCER CENTER.

DISCUSSION

- The results of this study provide valuable insights into the effectiveness of the training program for nurses. The findings from the analysis of pre and post-training questionnaire scores indicate a significant improvement in the knowledge and understanding of the participants after the training. The mean scores for the post-training questionnaire were substantially higher compared to the pre-training scores, suggesting that the training program had a positive impact on the nurses' knowledge and competence in the specific areas covered.
- The increase in scores can be attributed to the comprehensive content and interactive nature of the training program. By focusing on critical topics such as central line dressing changes, management of emergencies, and other essential skills, the training program successfully enhanced the participants' knowledge in these areas. The findings highlight the effectiveness of targeted training interventions in improving nursing practice

DISCUSSION

- The findings highlight the importance of continuous professional development in nursing. By engaging in ongoing training and education, nurses can stay updated with the latest evidence-based practices and guidelines, ultimately leading to improved patient care outcomes.
- The positive impact of the training program on the nurses' knowledge and competence may also result in enhanced job satisfaction and increased confidence in their abilities. This, in turn, can lead to improved overall job performance and a more positive work environment.

CHALLENGES

- Single institution setting: the study was conducted within a single healthcare institution, which may limit the generalizability of the findings to other healthcare
- Lack of control group: the study did not include a control group that did not receive the training program. Without a control group, it is challenging to attribute the improvements solely to the training program. Factors such as time, experience, or external influences may have contributed to the observed changes in knowledge and competence. Future studies could consider incorporating a control group to better assess the specific impact of the training program.
- Short-term follow-up: the study assessed the impact of the training program immediately after its completion, without a long-term follow-up. It is possible that the initial improvements in knowledge and competence may diminish over time without ongoing reinforcement or refresher training. A longer follow-up period would provide insights into the sustainability of the training program's effects.
- The study was conducted with a sample of 20 nurses, and while efforts were made to ensure

RECOMMENDATIONS

- Continuous training: it is recommended to implement regular and ongoing training programs for nurses to ensure their knowledge and skills remain up to date. This can be achieved through workshops, seminars, online courses, and other educational initiatives.
- Tailored training: identify specific areas of improvement or challenges faced by nurses in the clinical setting and design targeted training programs to address those needs. This approach can ensure that training is relevant and focused, maximizing its impact on nursing practice.

RECOMMENDATIONS

- Quality improvement initiatives: integrate quality improvement initiatives within training programs, focusing on enhancing patient safety, reducing medical errors, and improving overall healthcare outcomes. Training nurses in quality improvement methodologies can empower them to actively contribute to organizational efforts in delivering high-quality care.
- Inter professional training: promote inter professional training by involving healthcare professionals from different disciplines, such as physicians, pharmacists, and therapists, in collaborative learning experiences. This can foster a holistic understanding of patient care and improve teamwork and communication among healthcare providers.

CONCLUSION

- In conclusion, this research study has demonstrated the positive impact of a training program on nurses' knowledge and competence. The findings underscore the importance of continuous education and training in nursing practice, highlighting the potential for improved patient outcomes and enhanced quality of care.
- By investing in training and professional development opportunities for nurses, healthcare organizations can empower their staff to deliver high-quality care and stay abreast of the ever-evolving healthcare landscape. It is through such initiatives that nursing practice can continue to advance, leading to improved patient safety, satisfaction, and overall healthcare outcomes.
- Furthermore, this study highlights the significance of tailored training programs that address specific areas of improvement and challenges faced by nurses. By identifying and targeting these needs, organizations can maximize the effectiveness of training interventions and ensure the relevance of the content to real-world nursing practice.

THANK YOU

