

DEVELOPING AND VALIDATING STANDARDS FOR NURSES' STAFF DEVELOPMENT

Thesis

Submitted in Partial Fulfillment of the Requirements for the
Doctorate Degree in Nursing Sciences
(Nursing Administration)

By

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٢٠٠٧

تصميم واختبار صلاحية معايير لتنمية القوى

البشرية التمريضية

رسالة

توطئة للحصول على درجة الدكتوراه في إدارة التمريض

مقدمة من

سعدية إبراهيم على البرعي

ماجستير إدارة مستشفيات

كلية التمريض

جامعة عين شمس

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ABSTRACT

The function and standards of staff development have been matters of concern for many national and international nurses associations. This study was aimed at ١) assessing the availability of nurses' staff development department in the designated settings, ٢) developing preliminary staff development standards, and ٣) assessing the validity of the developed standards. An action research study design was used in this study that was conducted at ١٠ selected hospitals in Cairo and Guiza. Two of these hospitals were used for starting nurses staff development department based upon the developed standards. The subjects consisted of a jury group composed ٢٨ academic nursing faculty members, and ١٢ service nurse leaders, and a group of ٤٠ nurse managers. Tools included an interview questionnaire form for assessing the availability of nursing staff development departments, and the perceptions and knowledge of nurse managers about various staff development functions and activities, and an opinionnaire for validating the developed standards. A training program was prepared for implementation of the developed staff development standards. The study has shown that ٥٠,٠% of nurses managers have reported the presence of a nursing education department, which were serving nurses only (٧٠,٠%), and collaborating with the Faculty of Nursing (٧٥,٠%). The most important perceived activity was continuing educational programs (٩٠,٠%), and orientation programs (١٢,٥%). The main problems were administrative (٤٨,٠%). Also, ٥٧,٥% had no idea about the standards of manpower development, ٨٥,٠% expressed their need for more information, and ٩٧,٥% were willing to participate. The agreement of the two jury groups upon tested items of structure or process standards was very high, with almost no statistically significant differences. Most nurse managers had no opinions or suggestions, about department objectives, budget, and evaluation, ٥٢,٥%, ٦٢,٥%, and ٨٠,٠%, respectively. Selection of trainers gave emphasis to knowledge (٣٥,٠%), and to general appearance (٣٠,٠%), while recent advances came at the top of the list of suggested topics (٢٥,٦%), with preference of Arabic language

(٦٧,٥%), use of media (٨٧,٥%), and lecture form (٧٧,٥%). It is concluded that there is a deficiency of nursing education departments. Most nurse managers have no idea about its standards. A standard for nursing staff development was developed and proved to be valid. It is recommended to apply the developed staff development standards.

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