



Mentoring to Retain Nursing Staff

The purpose of the study aims to investigate the results of the education-based preceptor program of a community hospital intended to address the declining retention rate of nursing staff in the hospital. The implementation of the program is supported by the perceptions of newly graduated nurses that they still need mentoring even after undergoing orientation. Retention rate should increase through the program.

The study employed convenience sampling by considering as respondents, the 40 newly graduated nurses of the community hospital. The research design is a combination of qualitative and quantitative approaches. Data collection is through a survey guided by a questionnaire made up of closed and open ended questions and visual analogue scales. To ensure validity, all the respondents were informed about how the visual analogue scales work. Reliability was achieved by using standard visual analogue scales and variables supported by literature.

Results showed that after undergoing the program, there was an increase in retention rate by 29 percent and a decrease in vacancy rate by 9.5 percent.

The primary strength of the study is the combination of qualitative and quantitative approaches to derive rich data. Its major weakness is the use of convenience sampling, which means that the results reflect the situation of the respondents but this may not be subject to generalizations.

- Masny, A., Ropka, M., Peterson, C., Fetzer, D., & Daly, M. (2008). Mentoring nurses in familial cancer risk assessment and counseling: Lessons learned from a formative evaluation. *Journal of Genetic Counseling*, 17(2), 196-207.

The study sought to explore the mentoring of nurses to take on the counselling of individuals wanting to learn information on cancer risk in the community. The need to train nurses for this work is because of the rise in community-based activities of the health care institution. The research looked into the results of the 5-day training of nurses on assessment and counseling of cancer risk together with long-distance mentorship to facilitate continuing skills development.

Initially, selection of the respondents applied convenience sampling by considering the nurses who completed the training as respondents. The 40 nurses were then randomly assigned to their counterpart in the long-distance mentoring and the scheduling of the mentorship as either immediate or delayed.

The study employed the quantitative approach. The data collection instrument is a formative sampling that covers the various aspects of the program. Reliability is ensured by using an instrument already tested by previous studies.

Results showed appreciation for mentoring with improved efficacy after 6 months and continuation of the mentoring program to support continuous community-based work.

The main strengths of the study are the long period of data gathering that ensured observation of results and use o

Mentoring Nursing Students Essay

Annelies Wilder-Smith



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