



## TRAINING NEED ASSESSMENT OF NURSES: AN EFFECTIVE NEW METHOD

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### Background, Aim and Methods

#### Background

Trainings for the nurses working in the Regional Directorate of Health Services (RDHS) division Jaffna wasn't conducted based on their training needs as existing system to assess the training needs wasn't efficient; hence produced no output.

#### Aim

Development of an effective new method to assess the training needs of the nurses

#### Methods

First stage of the project identified the strengths and weaknesses of the existing system in gathering and analysing the training needs.

A new tool was developed by modifying Hennessey and Hicks training need analysis questionnaire and tested on nurses in the second stage.

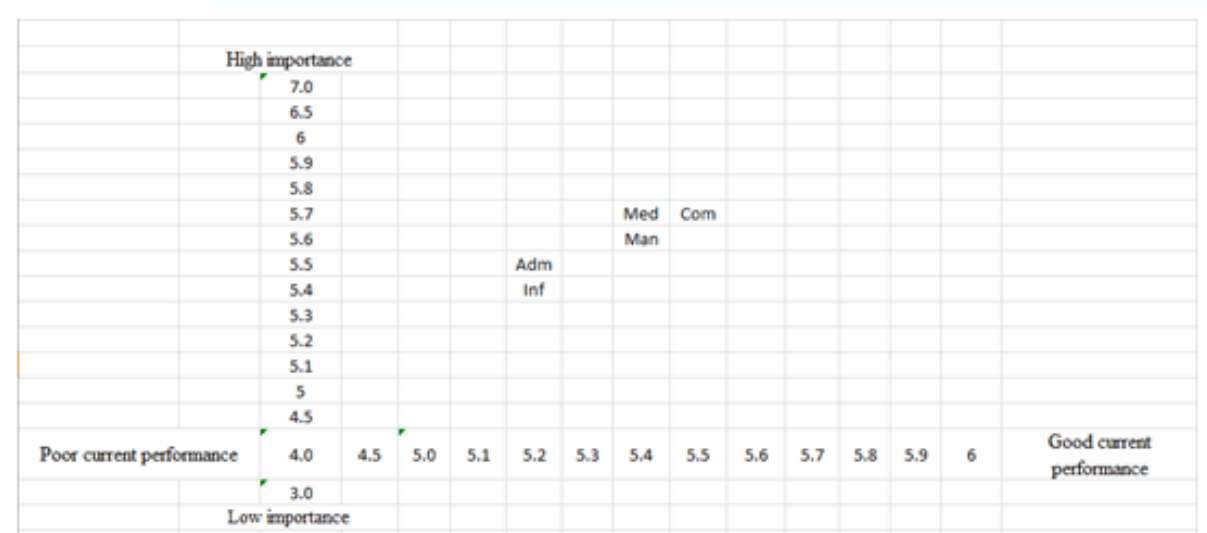
In the final stage, a training session was organised, based on the findings of the new tool, and effectiveness of the new method was assessed.

### Results

"Existence of appraisal system through which nurses' training needs are gathered" and "Availability of funds" were identified as the major strengths while "Difficulty in analysing training needs" and "Inadequate number of trainings organised for the nurses" were highlighted as weaknesses of the existing system.

Response rate for testing the new tool was 71.8%. Training needs existed in all five superordinate categories and varied between socio-demographic and service-related categories of nurses.

Nurses who were least experienced, belonged to grade 111 and working in critical units had highest need for training in all five superordinate categories. The new tool was found to be significantly more satisfactory ( $t = 13.780$ ,  $df = 31$ ,  $p < 0.001$ ), and effective compared to the existing method.



Performance (X axis) versus importance (Y axis) scores of the superordinate categories

(Admin – Administrative functions, Inf - Accessing and sharing information to update the knowledge, Man - Personal and peer management, Med - Medical and non-medical tasks, Com - Communication and Teamwork)

### Conclusion

Introducing the new tool to the existing appraisal system could enable gathering and analysing the training needs of the nurses effectively.

Key words: Nurses, Training, Training Need Assessment, Regional Directorate of Health Services, Jaffna.

