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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 servicerelated 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.



Development of an effective method to assess the in service training needs of Narsing Officers working in the RDHS division Jaffina – Research Project QUESTIONNAIRE Secial No (ver researchers use entry)	Part 11 This part describes 10 activities which are expected to perform by the maring officers for their day to day work, and their carrier development. For each activity you are requested to give a score based on following social. A: How important that activity for your current work. B: - How well you perform this activity corrently. For A: You are respected to give a score than 1: to 7 based on the scale given below	13. Sharing useful information with your colleagues 14. Griving information to patients and/or auros 15. Associating functions have another a local and on the local and the local another a
Part 1	Scale for Importance -A	23. Utilizing limited resource efficiently 24. Assessing patients' clinical needs
This part of the questionnaire is designed to obtain information about your socio-demographic and service related status. Please chooses the appropriate response and mark (X) in the box provided against it. Briefly peerly journ answer of required.	1 2 3 information 5 6 7 Externely Less Moderaxly Important Moderaxly Important Important less Important Important Important Important Important	24. Assessing patients' clinical needs 25. Collecting information for ward clinical audits from the documents 26. Balancing drugs, preparing mid night reports 27. Working are a member of a seam
01. What is your ane at your last birthday? (In years)		23. Managing the work stress
2. Your Gender	For B - You are requested to give a score from 1 to 7 based on the scale given below	29. Preparing duty rosters to minor staff and junitors
Male Image Uver evel at anise Formale Uver evel at anise Separated Uver evel even and ver even at anise More Uver evel even at anise Separated Uver even at anise Separated </th <th>State for Verticement n poor Poor</th> <th>Persenally coping with the changes solated to service</th>	State for Verticement n poor Poor	Persenally coping with the changes solated to service

		5.8													
		5.7						Med	Com						
		5.6						Man							
		5.5				Adm									
		5.4				Inf									
		5.3													
		5.2													
		5.1													
		5													
		4.5													
Poor current performance		4.0	4.5	5.0	5.1	5.2	5.3	5.4	5.5	5.6	5.7	5.8	5.9	6	Good current performance
		3.0													
	Low	importanc	-												

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.

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