

AN EXPLORATION OF PRECEPTORS' PERCEPTIONS OF BENEFITS, REWARDS, SUPPORTS & COMMITMENT TO THE ROLE

JAMES LYNCH M Ed, RNT, Dip Mgt, RPN, RGN

(james.lynch@dcu.ie)



BACKGROUND TO THE STUDY

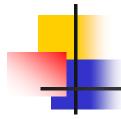
- MOVE OF NURSE EDUCATION TO THIRD LEVEL INSTITUTIONS IN IRELAND - 2003
- STUDENT NURSES BEING EDUCATED TO DEGREE LEVEL



AIM OF THE STUDY

To explore the role of the preceptor: their perceptions of benefits, rewards, supports and the impact these have on their commitment to the role.





PRECEPTOR

 "AN EXPERIENCED NURSE, WITHIN A PRACTICE PLACEMENT WHO ACTS AS A ROLE MODEL & RESOURCE FOR A STUDENT WHO IS ATTACHED TO HER/HIM FOR A SPECIFIED TIME OR EXPERIENCE"
 QUINN 1997

 "A NURSE WHO TEACHES A STUDENT NURSE CLINICAL NURSING SKILLS FOR VARIOUS LENGTHS OF TIME"

MYRICK AND YONGE 2001





PRECEPTOR RESPONSIBILITIES

- FOCUS OF PRECEPTING IS ON LEARNING FACILITATING THE ACHIEVEMENT OF LEARNING OUTCOMES
- GIVE ADVICE AND INSTRUCTION
- ENCOURAGE INDEPENDENT LEARNING
- FACILITATE CRITICAL THINKING

ADAPTED FROM OFFICE FOR HEALTH MANAGEMENT 2000

PROMOTION OF POSITIVE LEARNING CLIMATE

REILLY & OERMANN, 1992





DETAILS OF THE STUDY

- DESIGN OF THE STUDY IS QUANTITATIVE, DESCRIPTIVE & CORRELATIONAL
- TARGET POPULATION: 102
 PRECEPTORS IN MENTAL HEALTH ORGANISATION (ALL PSYCHIATRIC NURSES)
- RESPONSE RATE: 68.3%



RESEARCH INSTRUMENT

DATA ELICITED BY FOUR PART QUESTIONNAIRE

- DEMOGRAPHIC INFORMATION
- PRECEPTORS' PERCEPTION OF BENEFITS & REWARDS SCALE (PPBR)
- PRECEPTORS' PERCEPTIONS OF SUPPORT SCALE (PPS)
- COMMITMENT TO THE PRECEPTOR ROLE SCALE (CPR)

DIBERT & GOLDENBERG, 1995





FINDINGS

■ RESEARCH QUESTION 1
WHEN PRECEPTORS PERCEIVE THAT THERE WERE
BENEFITS AND REWARDS ASSOCIATED WITH THE
ROLE, THEY WERE MORE COMMITTED TO IT.

RESEARCH QUESTION 2
 WHEN PRECEPTORS' PERCEIVED SUPPORT FOR THE
 ROLE THEY WERE MORE COMMITED TO IT.





FINDINGS

- RESEARCH QUESTION 3
 YEARS OF NURSING EXPERIENCE WERE NOT
 RELATED TO PRECEPTORS' PERCEPTIONS OF
 BENEFITS/REWARDS, SUPPORTS OR COMMITMENT TO
 THE ROLE.
- RESEARCH QUESTION 4
 THE NUMBER OF EXPERIENCES AS A PRECEPTOR DID
 NOT INFLUENCE PERCEPTIONS OF
 BENEFITS/REWARDS, SUPPORT & COMMITMENT TO
 THE ROLE





IMPLICATIONS OF THE STUDY FINDINGS

- PRECEPTOR PREPARATION PROGRAMMES: THESE MUST BE DEVELOPED, IMPLEMENTED & EVALUATED
- THE ROLES OF LECTURERS, CPCS & MANAGERS NEED TO BE RESEARCHED & CLARIFIED IN RELATION TO THE TYPE OF SUPPORT THEY GIVE PRECEPTORS





IMPLICATIONS OF THE STUDY FINDINGS

- ALL NURSES (NOT ONLY THOSE IDENTIFIED AS PRECEPTORS) MUST BE AWARE OF THEIR ROLE IN EDUCATING STUDENT NURSES
- OPPORTUNITIES MUST BE PROVIDED FOR PRECEPTORS TO NETWORK & LIAISE WITH EACH OTHER
- FURTHER RESEARCH IS NECESSARY TO DETERMINE OTHER FORMS OF BENEFITS & REWARDS (APART FROM THOSE IDENTIFIED IN THIS STUDY & THE LITERATURE)