

# Impact of Staff Development Programme Importance in Nursing among Female Staff Nurses Working in Tertiary Care Centre, Chennai 40

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## Abstract

A descriptive study carried out the knowledge regarding staff development programme importance in nursing among female staff nurses working in tertiary care centre, Chennai -03. The knowledge was assessed using structured knowledge questionnaires. The data analysis, among the 30 staff nurses level of knowledge of SDP importance in nursing according to their knowledge assessed by using self structured questionnaire 16% of female staff nurses having inadequate knowledge, 22 % of the female staff nurses having moderate knowledge, 62 % of the female staff nurses having adequate knowledge.

**Keywords:** SDP, tertiary care centre, staff nurses

## Introduction

Education plays an important role in achieving organizational goals through a combination of organizational and the workforce interests. Nowadays, training is an essential factor contributing to greater efficiency of the staff and organizations. In fact, it is a vital investment that will lead to internal promotion, staff development and success of organizational plans<sup>1</sup>. Training is an investment in achieving productivity and employee retention through providing career development and job satisfaction in the long run. Training programs are essential for the survival and viability of the organization in the competition arena. The literature review suggests that certain training programs do not demonstrate any efficacy in improving the quality of patient care. In order to expand the capacities and improve educational outputs, it is crucial to develop and adopt new models of clinical education for nurses . In addition to theoretical knowledge, vocational training should enhance the technical capacity and quality of services, leading to innovation. Training programs must be organized in such a way that they enhance the

beneficial capabilities of employees.

Staff development programmes include a set of measures taken to promote empowerment and competency among employees for the better undertaking of their tasks, thus helping the organization to achieve its goals<sup>2</sup>. Previous research has shown that job characteristics and professional factors can contribute to the involvement of employees in staff development programmes. Nurses play an important role in improving health standards. Hence, they need to be updated about theoretical and practical knowledge in this field<sup>3</sup>. In fact, SDP serves to update the staff's occupational knowledge and professional skills and improve the best practices for fulfilling various tasks and responsibilities<sup>4</sup>.

## Statement of the Problem

A STUDY TO ASSESS THE KNOWLEDGE ON STAFF DEVELOPMENT PROGRAMME IMPORTANCE IN NURSING AMONG FEMALE NURSES WORKING IN TERTIARY CARE CENTRE CHENNAI-03.

## **Objectives of the Study**

1. To assess the level of knowledge on staff development programme importance in nursing among female nurses working in tertiary care centre, Chennai.

2. To find out the association between knowledge on staff development programme importance in nursing and their selected demographic variables.

## **Research Hypothesis**

H1 \_There will be a significant association between the levels of knowledge regarding Staff development programme importance in nursing among female staff nurses working in tertiary care centre in Chennai-03.

## **Materials and Methods**

The study is focussed to assess the knowledge regarding staff development programme importance in nursing among female staff nurses in tertiary care centre in Chennai03. The framework of the study was based on Rosenstock's health Belief model(1950). A descriptive study was conducted in the month of December in a well known Government tertiary hospital Chennai-3 . A sample consisting of 30 staff nurses met the inclusion criteria and they were randomly assigned in the group. A structured knowledge questionnaire was used to assess the knowledge of EBP among the samples.

A formal written permission was obtained from the authority concerned and data was collected among staff nurses. In present study, 30 nurse subjects were selected by random sampling technique using lottery method. The investigators informed the subjects the date and venue of data collection through the notice. Prior to the data collection the investigators familiarized themselves with the subjects and explained to them the purpose of the study. They requested the participant's full cooperation and assured them confidentiality of their response. An

informed consent was obtained from the subjects .Self Structured knowledge questionnaire on SDP was administered to the participants. The average time taken by the participants to complete the tool was 20-30minutes. The selected subjects were cooperative and the investigators expressed their gratitude for their cooperation. The collected data was compiled for analysis.

## **Results and Discussion**

The frequency and percentage distribution of personal variables among female staff nurses who are working in Tertiary care centre in Chennai-03. According to age of female staff nurses (age in years) 60 % of them are in the age group of 20-25, 36% of them are in the age group of 26-30, 7 % of them are in the age group of 31-35.

Education of the female staff nurses 30 % of them had completed a diploma in nursing. 50 % of BSc had completed their studies of higher Post BSc n20 % of them had completed their studies at degree courses. Majority of 90 % staff nurses had 1-5 years of experience, above 10 years 10 % of them participated in this study.

According to the working area 20 % of them working in general wards, 80% of them working in intensive care unit. Regarding experience 93% of them had no experience of SDP In this institution, 7% of them have experience in SDP.

If they were attending in SDP in these 1 female staff attended in community related, another one staff attended in general topic in nursing remaining members were 98% not attending SDP in this institution.

According to the knowledge percentage assessment 40% of the female staff nurses have inadequate knowledge, 50% of them have moderate knowledge and 10 % of them have an adequate level of knowledge.

Regarding association of demographic variables with knowledge score there is significant association with age in years, education of nurses, years of experience, working area, any previous attending of SDP with moderate and inadequate knowledge score that means significant relationship with knowledge and selected demographic variables.

**Association between the level of knowledge regarding SDP importance in nursing among staff nurses working in tertiary care centre**

S.NO	Demographic Variables	In adequate knowledge	Knowledge moderately adequate	Chi square	p value	Inference
1.	AGE 20-25 years 26-30 Years 31-35 years	2 6 6	2 6 6	0.053***	0.97 DF-2	S***
2.	EDUCATION Diploma BSc Post Basic BSc	4 10 -	10 2 1	DF-2 x2-8.8799	0.011	S**
3.	Experience 1-5 years 6-10 years above 10 years	9 7 -	10 1 1	DF-2 x2-5.08	p=0.07	S***
4.	Area of working Intensive units General wards	6 4	10 7	DF-3 x2-.231	p=0.972	S**
5.	Previous experience Yes No	7 4	9 7	DF=2 x2=0.12	p=0.001	S**
6.	If yes Community General None	- 1 14	1 - 12	DF-2 X2-2.74	p=0.252	S**

**S-Significant\*\***

Table 1 show that there is significant association between the demographic variables

### Conclusion

The findings of this research indicated that registered nurses working in the participating health care institutions were aware of the benefits of staff development programmes in nursing, and of the need to remain updated.

Finally the following 2 major conclusions well drawn

1. There is a majority of staff nurses (50%) have moderate adequate knowledge among staff nurses regarding SDP importance in nursing.

2. Sponsoring much of SDP can improve knowledge among staff nurses regarding professional as well as personal knowledge.

### Recommendations:

1. A similar study can be undertaken with a large sample for better generalization

2. A similar study can be undertaken by adapting an experimental design.

**Conflict of Interest:** There is no conflict of interest

**Source of Fund:** Self

**Ethical Clearance:** Obtained from institutional ethical committee

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