

LIVED EXPERIENCES ON PRECEPTORSHIP AMONG NOVICE NURSES

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ABSTRACT

It is critical in today's healthcare setting to encourage a workplace culture of professional growth, support, and nurturing of novice nurses. In nursing, strategy such as preceptorship is essential to assist and support new nurses in clinical settings especially during their first year of practice. Hence, this study aimed to explore the lived experiences on preceptorship among novice nurses in medical surgical wards. A qualitative study employing phenomenological approach was used to explore the lived experiences on preceptorship among novice nurses. Descriptive phenomenological approach was utilized in order to capture in depth information that could substantiate the data gathered. The interviewee-participants were chosen purposively and saturation principles were applied in six participants who are novice nurses. In depth interviews were done for data collection, and were audiotaped and transcribed by the researcher. Data were analyzed using Colaizzi's descriptive phenomenological strategy and computerized qualitative data management program to categorize and discern patterns. The findings revealed were three major themes, eight themes and twenty five subthemes. The major themes were: Relationship of Preceptor and Preceptee; Challenges in Preceptorship; and, Effects of Preceptorship. The identified themes formed the basis for the formulation of recommendation guidelines in preceptorship experience of novice nurses. It was concluded that relationships have been found to be vital in the provision of guidance, support, and learning of novice nurses. The importance of the preceptor-preceptee relationship has highlighted that preceptorship training may

be beneficial, notably to ensure that preceptors understand the needs of novice nurses, for it provides opportunity to encourage and guide novice nurses to cope with new roles and responsibilities, integrate knowledge and fundamental skills and behavior, develop their confidence as an autonomous professional.