

# Mentoring to retain nursing staff

Health & Medicine, Nursing



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The purpose of the study aims to investigate the results of the education-based preceptor program of a community hospital intended to address the declining retention rate of nursing staff in the hospital. The implementation of the program is supported by the perceptions of newly graduated nurses that they still need mentoring even after undergoing orientation. Retention rate should increase through the program.

The study employed convenience sampling by considering as respondents, the 40 newly graduated nurses of the community hospital. The research design is a combination of qualitative and quantitative approaches. Data collection is through a survey guided by a questionnaire made up of closed and open ended questions and visual analogue scales. To ensure validity, all the respondents were informed about how the visual analogue scales work. Reliability was achieved by using standard visual analogue scales and variables supported by literature.

Results showed that after undergoing the program, there was an increase in retention rate by 29 percent and a decrease in vacancy rate by 9. 5 percent.

The primary strength of the study is the combination of qualitative and quantitative approaches to derive rich data. Its major weakness is the use of convenience sampling, which means that the results reflect the situation of the respondents but this may not be subject to generalizations.

- Masny, A., Ropka, M., Peterson, C., Fetzer, D., & Daly, M. (2008).  
Mentoring nurses in familial cancer risk assessment and counseling:  
Lessons learned from a formative evaluation. *Journal of Genetic  
Counseling*, 17(2), 196-207.

The study sought to explore the mentoring of nurses to take on the counselling of individuals wanting to learn information on cancer risk in the community. The need to train nurses for this work is because of the rise in community-based activities of the healthcare institution. The research looked into the results of the 5-day training of nurses on assessment and counseling of cancer risk together with long-distance mentorship to facilitate continuing skills development.

Initially, selection of the respondents applied convenience sampling by considering the nurses who completed the training as respondents. The 40 nurses were then randomly assigned to their counterpart in the long-distance mentoring and the scheduling of the mentorship as either immediate or delayed.

The study employed the quantitative approach. The data collection instrument is a formative sampling that covers the various aspects of the program. Reliability is ensured by using an instrument already tested by previous studies.

Results showed appreciation for mentoring with improved efficacy after 6 months and continuation of the mentoring program to support continuous community-based work.

The main strengths of the study are the long period of data gathering that ensured observation of results and use of formative evaluation, which is an accepted measurement tool. The weakness is the focus on quantitative data that could have provided insights from the perspectives of the nurses.

- Latham, C., Hogan, M., & Ringl, K. (2008). Nurses supporting nurses creating a mentoring program for staff nurses to improve the workforceenvironment. *Nursing Administration Quarterly*, 32(1), 27-39.

The study sought to determine the impact of mentoring in improving work environment of nurses and patient outcomes based on the underlying recognition that a good work environment supports nursing staff retention.

Through a mentoring program, workplace issues such as lack of communicationand collaboration are addressed. The mentoring relationship involves a 3-year partnership involving the staff of two hospitals.

Research participants were determined through purposive sampling by seeking out the nurses engaged in the mentoring programs of the two hospitals.

The research approach is qualitative by considering observations of results and outcomes and comparing these with previous base data. Data collection method is observation and document analysis to support the comparative study. Validity is achieved by considering variables that determine the expected outcomes.

Results showed that the mentoring program developed mutualrespectand reinforced the supportculturein both hospitals. This means higher retention rate.

The strength of the study is the consideration of data on long-term results and focus on outcomes. The weakness of the study is reliability since observation data could vary when replicated.

- Wagner, L., Seymour, M. (2007). A model of caring mentorship for nursing. *Journal of Nurses in Staff Development*, 23(5), 201-211.

The study sought to investigate the relationship between mentoring and the personal and professional growth of nurses. This is based on the recognition that health levels of personal and professional growth of nurses supports higher rates of retention. The paper reports on the results of a mentoring program conducted in the form of a workshop involving student nurses and professional nurses.

Participants were selected through convenience sampling depending on the nursing students and nurses that signed up for the seminar.

The study employed the qualitative approach as a research design because the intention is to derive accounts of the experiences of the mentoring seminar participants. The data collection instrument is focus group interview and individual interviews. Reliability is achieved by taking the personal accounts of the participants and validity is ensured by using questions intended to draw the experiences of the participants on the aspects of personal and professional growth with implications on retention.

Results showed that personal and professional growth occurred for both student nurses and practicing nurses. This supports higher entry and retention rate of nurses.

The strength of the study is the derivation of rich and in-depth data to support conclusions while the weakness of the study is the short period of data collection that limited data collected on outcomes.