

Free literature review on dnp project premise

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Impacts of the implementation of a mentoring program that utilizes essential elements of effective mentoring on the level of job satisfaction and retention of faculty in a school of nursing

Research has revealed that the reasons that might cause nurses to abandon nursing practice and education could include inadequacy, feelings of stress, anxiety, disempowerment resulting from horizontal violence, and oppression (Rhodes, 2012). Other factors could also include general apathy with regard to collegial support, low morale, reduced resources, heavier workloads as well as higher patient insight. This research describes the responsibility of a mentorship program as one that assists others to learn. Researchers have also considered that before implementing a mentorship program, it is important that the organization identifies these nursing challenges, facilitate change and seek to improve the working environments for the workers (KYMC).

These researchers also perceive that an effective mentoring program should consider the elements of effective mentoring practice. Using these elements, the mentoring program always yields a higher result compared to the other programs that ignore the same (Race, & Janet, 2010). These elements always ensure that the mentor and the mentee get oriented before the match, and that the best mentors are chosen, screened, and evaluated before the commencement of the program. The best part of these elements is that they assess the matching criteria, which considers the age, gender, race, language, ethnicity, preferences, needs as well as temperaments of both the mentor and the mentee (Lakes, & Karche, n. d). In this regard, the resulting relationship, coupled with the fact that the mentor is a trusted wise

person, would result in higher job satisfaction, and retention of nursing faculty in school of nursing.

Research designs used in these articles

In Kay and Janet's article, they employed the review of previously conducted research as well as their personal experiences in the nursing profession, and their participation in mentoring programs. The National Mentoring partnership's article used face-to-face interviews with different organizations as well as consulted websites on mentoring, and publications that cover elements of effective mentoring practice. The Kitsap Youth Mentoring consortium also consulted publications to arrive at their findings. Generally, the articles either consulted web publications, previously established research, and publications on nursing mentorship programs.

Strengths and Limitations of the Various Designs

In conducting research, using the aforementioned design always prove to be time saving since they require little time to review the sources. However, interviews are quite expensive and consuming, especially the face-to-face interviews. Additionally, consulting previously developed research and publications might provide little information because these researchers might have only included the information that was important to their research study. However, on this note, the interviews are important because if conducted properly, they provide the necessary information (Harrell, 2010).

My Research Design

The research design that I would choose to complete my project will include the consultation of previous researches and publications, employing my expertise and experience in the nursing profession as well using the direct methods of data collection such as interviews and surveys. In my interviews and surveys, I will ensure that I reach people entitled with management decisions in different nursing practice institutions, the personnel charged with the organization and implementation of nursing mentorship, both in schools and in professional practice environments. The figure below represents the Evidence based practice model that will support the aforementioned methods and the success of the project outcomes

References:

Lakes K., & Karcher M., (n. d). How to Build a Successful Mentoring Program Using the Elements of Effective Practice: A Step-By-Step Tool Kit for Program Managers. National Mentoring partnership. Retrieved from http://www.mentoring.org/downloads/mentoring_417.pdf

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Race T. K., & Janet S., (June 2010). Changing Tides: Improving Outcomes Through Mentorship on All Levels of Nursing. Critical Care Nursing Quarterly. 33. 2 (163 - 174). Retrieved from http://www.nursingcenter.com/Inc/CEArticle?an=00002727-201004000-00008&Journal_ID=

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Harrell A. (2010). Evaluation Strategies for Human Services Programs. A Guide for Policymakers and Providers. Washington, D. C: The Urban Institute.