DEVELOPING A STRUCTURED PRECEPTORSHIP PROGRAM FOR NEWLY GRADUATED NURSE IN THE KINDFOM OF SAUDI ARABIA: AN ACTION RESEARCH PILOT STUDY

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ABSTRACT

Introduction: The preceptorship model has been embedded in most healthcare organizations globally especially in the West to improve the transition experience of the newly graduate nurse in becoming a competent, accountable healthcare practitioner. However, the preceptorship practice model in the KSA is still at an infant stage. Little is known about the references mainly from the West may be suitable to the context of Saudi Arabia.

Purpose: to develop a structured preceptorship program to improve the preceptodhi0p practice in a tertiary hospital in Saudi Arabia for the newly graduated nurses.

Method: By using a participatory action research methodology, research participants were empowered to take ownership in producing practical knowledge to make change to the preceptorship model. It consists of three phase of cycles includes planning, action, observation and reflection. Purposive sampling was used to recruit research participants. Data were collected using semi-structured focus group interviews, one-to-one interviews, survey and group discussions from April to December 2018. The data were analyzed using simple descriptive statistics and content analysis.

Results: The data revealed that inconsistency in the practice of preceptorship with regards to the allocation and selection of the preceptors, untrained preceptors and lack of support given to the preceptors and newly graduated nurses. The role of nurse managers in preceptorship, severe shortage of staff and poor understanding of preceptorship concept were suggested reasons for the challenges faced in the hospital in order to standardized the preceptorship practice, the research participants agreed to adopt the “Coordinated Team Preceptorship Model”, remodified the topics discussed in the preceptorship training workshop and utilized a standardized preceptor’s checklist, nurse and preceptor evaluation process.

Conclusion: Change is a slow, complicated and challenging process. The outcome of this study reports a general improvement of the program by exploring the challenge4s faced by the preceptors and newly graduated nurses.