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How the continuous availability of educational podcasts correlate to role commitment for the nurse preceptor

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Objective: The purpose of this staff development study was to develop and test a mechanism for ongoing educational support for nurse preceptors in the workplace and to examine the relationship between support and role commitment. The support involved producing four podcasts as a staff development intervention, each representing an identified area of unsafe practice: the inability to demonstrate knowledge and skills, attitude problems, unprofessional behavior, and poor communication skills. These podcasts, continuously available through common web sites, demonstrate how a preceptor could constructively approach situations using caring behaviors to engage novice nurses.

Methods: In Phase 1 of the project, podcast scripts were created by the researcher, community collaborators, and a Caring theory expert. Focus groups of nurse preceptors helped refine the scenarios to assure meaningfulness for practicing nurses. In Phase 2, preceptors assessed the effect of viewing podcasts using a 4-part preceptor evaluation questionnaire with subscales addressing perception of support for precepting, benefits to be derived, and commitment to the preceptor role. In Phase 2 of the study, an ex-post facto component of the research design enabled investigation of the relationship between support and commitment while controlling for benefits. Descriptive and inferential statistics were used to analyze data.

Results: Number of year's precepting, preceptor experiences, and preceptor training were predictors of perception of support. There was a significant increase in preceptor perception of support and a strong correlation between the preceptor's perception of support and commitment to their role as measures by the Preceptor's Perception of Support Scale and the Commitment to the Preceptor Role Scale ($r=0.760$, $p<0.001$). Qualitative data will be highlighted in this presentation and correlated with quantitative findings.

Conclusion: Educational podcasts are a supportive tool for preceptors and should be expanded to additional subjects as identified by the sample. Access to the resources via a common internet site assures "free" preceptor support for all audiences.

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