

3rd International Conference on

NURSING & MIDWIFERY

May 23-24, 2018 | New York, USA

Effectiveness of refresher training for developing psychomotor skills' competence among nursing teachers in Afghanistan: a quasi-experimental study

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Objectives: Teaching psychomotor skills to nursing students is a challenging job as it demands close supervision by nursing teachers. Therefore, the nursing teachers and the institutions need to invest in the development of nursing teachers for developing their competencies in psychomotor skills. To facilitate nursing teachers at national level in the government Institutes of Health Sciences (IHSs), the Training and Policy Unit (TPU) had developed and facilitated a refresher course on psychomotor skills for the trainers of these IHSs. This paper aims to identify the effectiveness of the refresher course in building nursing trainers competencies.

Methodology: A quasi-experimental study was employed. A ten-day educational course on facilitation of psychomotor skills was designed and 18 nursing trainers were recruited. The intervention was done according to the standard checklists for set of nursing skills by following whole-part-whole demonstration approach, videos and hands on skills or practice for two hours. At the end of the training, the Objective Structured Clinical Examination (OSCE) was conducted based on standard checklists to assess the outcomes.

Results: All the 18 trainers obtained satisfactory scores during OSCE and certificate was awarded based on achieving the competencies at the naturalized level defined by Dave (1970). One of the expected outcomes from 18 trainers was to cascade this training at their IHSs. Two trainers from one of the IHSs trained 11 nursing teachers and four hospital nurses at a satisfactory level with mentorship from TPU. Other IHSs will follow the same during monitoring and evaluation phase. The nursing teachers were motivated and verbalized their satisfaction for the course in developing their competencies.

Conclusion: The refresher course on psychomotor skills was highly effective to the trainers of IHSs. It is recommended to arrange such trainings periodically to refresh and update the skills.

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