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## The educational needs of nurses with staff development roles in hospitals

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Staff development for hospital nurses is a major concern for nurse administrators and managers. In Japanese hospitals, staff development nurses contribute to planning and managing staff education and career development. However, there are few educational programs for staff development nurses in Japan. Well-designed educational programs for staff development nurses would be effective at enhancing the quality of staff development in nursing. This study aimed to investigate the current status of staff development nurses' work and their educational needs in Japan to design a program for educating staff development nurses. We administered a cross-sectional survey to 281 randomly selected certified nurse administrators. The questionnaire was designed based on the literature and group interviews, and it concerned the roles of staff development nurses and methods employed in staff development processes, such as needs assessments, educational sessions, and effectiveness evaluations. Responses were obtained from 101 nurse administrators, 60% of whom worked in a hospital with a full-time staff development nurse. Eighty percent of the participants responded that their staff development nurse was actively engaged in assessing nurses' needs and in planning, operating, and evaluating educational programs. The most frequently used method for evaluating the effectiveness of the educational program was learners' perceptions. Participants perceived that staff development nurses should strengthen the emphasis on assessing learners' needs and evaluating programs. The most frequently mentioned skills important for staff development nurses were planning, data analysis, and analytical thinking. The skills involved in educating individuals, such as facilitation and coaching were also perceived as important.

### Biography

Mami Onishi has completed her PhD from Tokyo University. She is an Associate Professor of Nursing Administration. She has published papers on team management and staff development in nursing management journals.

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