

49TH ANNUAL NURSING RESEARCH AND EVIDENCE BASED PRACTICE CONFERENCE

August 20-21, 2018 Tokyo, Japan

To explore the working experience of newly graduated nurses in Hong Kong: A descriptive phenomenological study

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Introduction & Aim: High turnover rate and shortage of nursing manpower are now critical problems all over the world. The workload of nursing staffs is significantly increased with this trend, especially in Hong Kong. The New Graduated (NG) nurses are the precious resources to the medical system to provide good quality of nursing care and enhance public health. Working experience of the NG nurse is the crucial element in recruitment and retention of NG nurses. However, we discovered that there is no related study been done in Hong Kong, yet which raised our interests and attention in this issue. This study aimed to describe the working experience of newly graduated nurses in Hong Kong, so to address the following research problem: How is the working experience of the newly graduated nurses in Hong Kong?

Method: The purpose of this descriptive phenomenology study is to acknowledge the reasons or personal characteristics of clinical maladaptation of NG nurses and hence the hospitals can devise different strategies to help them with respect to the problems or difficulties identified. 3 in-depth focus groups of interviews were conducted.

Findings: The result suggested there are seven crucial working experiences of NG nurses that affect their experiences, which includes knowledge, relationship, working environment, competency, emotional, adaptation and reasons for staying.

Conclusion: We hope that the result can help the hospitals in Hong Kong to devise strategies or policies to help these nurses with respect to the problems or difficulties identified in the study. Hence, increase the retention rate and reduce the turnover rate of NG nurses.

Biography

Lui Man Kwan is pursuing her bachelor's degree of Health Science in Nursing at Tung Wah College in Hong Kong. She is passionate in providing quality nursing care and nursing research.

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