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## **Perceived benefits and barriers of implementing nursing residency programs in Jordan**

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**Aims:** To explore the challenges that face Jordanian nurses in the first year of employment; and understand the benefits and barriers of implementing a Nursing Residency Program from the perspectives of nurses and key informants.

**Background:** Many researchers reported that novice nurses do not have an adequate level of competence needed in the real clinical practice to meet the increasing demands of healthcare systems.

**Methods:** A descriptive qualitative approach using individual interviews and focus group discussions was utilized. The sample was a purposive one that consisted of 30 Jordanian nurses and six key informants. Data were recorded and then transcribed. Content analysis was used to analyze the data.

**Findings:** The results revealed several challenges that face nurses in their first year of experience such as reality shock, lack of self-confidence, and burnout and intent to leave. Some of the perceived barriers of implementing the Program were issues concerned with the responsible regulatory body, payment, and monitoring and evaluation.

### **Biography**

Raeda AbuAlRub is a Professor at Jordan University of Science and Technology based in Irbid, Irbid. Raeda received a Master of Nursing degree from Texas Tech University.

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