AN EXPLORATION OF PRECEPTORS’ PERCEPTIONS OF BENEFITS, REWARDS, SUPPORTS & COMMITMENT TO THE ROLE

JAMES LYNCH
M Ed, RNT, Dip Mgt, RPN, RGN

(james.lynch@dcu.ie)
BACKGROUND TO THE STUDY

- MOVE OF NURSE EDUCATION TO THIRD LEVEL INSTITUTIONS IN IRELAND - 2003
- STUDENT NURSES BEING EDUCATED TO DEGREE LEVEL
AIM OF THE STUDY

To explore the role of the preceptor: their perceptions of benefits, rewards, supports and the impact these have on their commitment to the role.
PRECEPTOR

“AN EXPERIENCED NURSE, WITHIN A PRACTICE PLACEMENT WHO ACTS AS A ROLE MODEL & RESOURCE FOR A STUDENT WHO IS ATTACHED TO HER/HIM FOR A SPECIFIED TIME OR EXPERIENCE”

QUINN 1997

“A NURSE WHO TEACHES A STUDENT NURSE CLINICAL NURSING SKILLS FOR VARIOUS LENGTHS OF TIME”

MYRICK AND YONGE 2001
PRECEPTOR RESPONSIBILITIES

- **FOCUS OF PRECEPTING IS ON LEARNING – FACILITATING THE ACHIEVEMENT OF LEARNING OUTCOMES**
- **GIVE ADVICE AND INSTRUCTION**
- **ENCOURAGE INDEPENDENT LEARNING**
- **FACILITATE CRITICAL THINKING**

Adapted from Office for Health Management 2000

- **PROMOTION OF POSITIVE LEARNING CLIMATE**

Reilly & Oermann, 1992
DETAILS OF THE STUDY

- **DESIGN OF THE STUDY IS QUANTITATIVE, DESCRIPTIVE & CORRELATIONAL**

- **TARGET POPULATION: 102 PRECEPTORS IN MENTAL HEALTH ORGANISATION (ALL PSYCHIATRIC NURSES)**

- **RESPONSE RATE: 68.3%**
RESEARCH INSTRUMENT

DATA ELICITED BY FOUR PART QUESTIONNAIRE

1. DEMOGRAPHIC INFORMATION
2. PRECEPTORS’ PERCEPTION OF BENEFITS & REWARDS SCALE (PPBR)
3. PRECEPTORS’ PERCEPTIONS OF SUPPORT SCALE (PPS)
4. COMMITMENT TO THE PRECEPTOR ROLE SCALE (CPR)

DIBERT & GOLDENBERG, 1995
FINDINGS

- RESEARCH QUESTION 1
  WHEN PRECEPTORS PERCEIVE THAT THERE WERE **BENEFITS AND REWARDS** ASSOCIATED WITH THE ROLE, THEY WERE **MORE COMMITTED** TO IT.

- RESEARCH QUESTION 2
  WHEN PRECEPTORS’ PERCEIVED **SUPPORT** FOR THE ROLE THEY WERE **MORE COMMITTED** TO IT.
FINDINGS

- RESEARCH QUESTION 3
  YEARS OF NURSING EXPERIENCE WERE **NOT RELATED** TO PRECEPTORS’ PERCEPTIONS OF BENEFITS/REWARDS, SUPPORTS OR COMMITMENT TO THE ROLE.

- RESEARCH QUESTION 4
  THE NUMBER OF EXPERIENCES AS A PRECEPTOR **DID NOT** INFLUENCE PERCEPTIONS OF BENEFITS/REWARDS, SUPPORT & COMMITMENT TO THE ROLE.
IMPLICATIONS OF THE STUDY FINDINGS

- **Preceptor Preparation Programmes**: These must be developed, implemented & evaluated.
- **The Roles of Lecturers, CPCS & Managers**: Need to be researched & clarified in relation to the type of support they give preceptors.
IMPLICATIONS OF THE STUDY FINDINGS

- **ALL NURSES (NOT ONLY THOSE IDENTIFIED AS PRECEPTORS) MUST BE AWARE OF THEIR ROLE IN EDUCATING STUDENT NURSES**

- **OPPORTUNITIES MUST BE PROVIDED FOR PRECEPTORS TO NETWORK & LIAISE WITH EACH OTHER**

- **FURTHER RESEARCH IS NECESSARY TO DETERMINE OTHER FORMS OF BENEFITS & REWARDS (APART FROM THOSE IDENTIFIED IN THIS STUDY & THE LITERATURE)**