

A Cross Sectional Study to Assess Transition Shock and Co- Worker Support Among Newly Registered Nurses at NMCH, Rohtas, Bihar

Shushmita Kumari¹, Shiwani Singh², Shubham Kumar³, Ms. Manglam Kumari⁴

B.Sc (N) 4th Year Intern Student, Narayan Nursing College, Gopal Narayan Singh University, Rohtas, Bihar^{1,2,3}
Tutor, Narayan Nursing College, Gopal Narayan Singh University, Rohtas, Bihar⁴

Abstract: *Introduction: Transition shock is highly prevalent among newly graduated registered nurses in their early career. Preceptors are widely used to support them in acquiring clinical nursing competencies and to promote their successful transition to practice. However, the mechanism by which transition shock and co-worker are linked to nursing competency among newly graduated registered nurses remains unknown*

AIM: To explore transition shock, and co-worker support among newly registered nurses working NMCH, Rohtas, Bihar

Methodology: Quantitative approach was used. Sampling technique convenient and sample size is 60. Setting of the study is NMCH, Jamuhar Rohtas. Permission was taken from the concern higher authority. Data was collected and analysed

Result: Majority of the sample 80% (48) are belongs to age group 18-25 year. Majority of the sample sample (47%) having GNM Educational qualification. Majority of the sample sample (45%) having 6-12 month of year registration. Majority of sample (75%) are unmarried. Majority area of work (100%) in ward. Majority number of patients assigned / day (100) in 1-2 shift. Half of (50%) of participants are having high transition shock. Majority 31(51%) participants have gained medium co-worker support. No association was found with socio-demographic variables. No Correlation was found between transition shock & co-worker support

Conclusion: Among the available sample, majority of the sample depicted 80% (48) are belongs to age group 18-25 year. Half of (50%) of participants are having high transition shock. Majority 31(51%) participants have gained medium co-worker support

Keywords: Transition shock, co-worker support and Newly registered Nurses.

REFERENCES

- [1]. Abrahamson, K., Ramanujam, R., & Anderson, J. G. (2013). Co-worker characteristics and nurses' safety-climate perceptions. International journal of health care quality assurance, 26(5), 447–454. <https://doi.org/10.1108/IJHCQA-07-2011-0041>
- [2]. Aiken LH, Clarke SP, Cheung RB, Sloane DM, Silber JH. Educational levels of hospital nurses and surgical patient mortality. JAMA. 2003;290:1617–1623. [PMC free article] [PubMed] [Google Scholar]
- [3]. Aiken LH, Clarke SP, Sloane DM, Lake ET, Cheney T. Effects of hospital care environment on patient mortality and nurse outcomes. Journal of Nursing Administration. 2008;38:223–229. [PMC free article] [PubMed] [Google Scholar]
- [4]. Aiken LH, Clarke SP, Sloane DM, Sochalski J, Silber JH. Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction. JAMA. 2002;288:1987– 1993. [PubMed] [Google Scholar]
- [5]. Aiken LH, Patrician PA. Measuring organizational traits of hospitals: The Revised Nursing Work Index. Nursing Research. 2000;49:146–153. [PubMed] [Google Scholar]

- [6]. Aiken LH, Sloane DM, Cimiotti JP, Clarke SP, Flynn L, Seago JA, et al. Implications of the California Nurse Staffing Mandate for Other States. *Health Services Research*. 2010 doi: 10.1111/j.1475-6773.2010.01114.x. Advance online publication. [PMC free article] [PubMed] [CrossRef] [Google Scholar]
- [7]. Alnuqaidan, H., Alhajraf, A., Mathew, P., & Ahmad, M. (2021). Transitional Shock of MultiNationality Newly Graduate Nurses in Kuwait. *SAGE open nursing*, 7, 2377960821998530. <https://doi.org/10.1177/2377960821998530>
- [8]. American Association of Colleges of Nursing. Hallmarks of the professional nursing practice environment. *Journal of Professional Nursing*. 2002;18:295–304. [PubMed] [Google Scholar]
- [9]. American Association of Colleges of Nursing. The baccalaureate degree in nursing as minimal preparation for professional practice. Dec 12, 2000. Retrieved April 21, 2010, from <http://www.aacn.nche.edu/Publications/positions/baccmin.htm>. [PubMed]
- [10]. Benner P, Sutphen M, Leonard V, Day L, Shulman LS. *Educating nurses: A call for radical transformation*. San Francisco: Jossey-Bass; 2010. [Google Scholar]
- [11]. Benner P, Tanner C. Clinical judgment: How expert nurses use intuition. *American Journal of Nursing*. 1987;87:23–31. [PubMed] [Google Scholar]
- [12]. Benner P. Using the Dreyfus Model of Skill Acquisition to describe and interpret skill acquisition and clinical judgment in nursing practice and education. *The Bulletin of Science, Technology and Society*. 2004;24:188–199. [Google Scholar]
- [13]. Benner P. *From novice to expert: Excellence and power in clinical nursing practice*. Menlo Park, CA: Addison-Wesley; 1984. [Google Scholar]
- [14]. Blackstock, S., Cummings, G., Glanfield, F., & Yonge, O. (2022). A review: Developing an ecological model approach to co-worker incivility experiences of new graduate nurses. *Journal of advanced nursing*, 78(6), 1535–1550. <https://doi.org/10.1111/jan.15190>
- [15]. Blalock HM. Contextual-effects models: Theoretical and methodological issues. *Annual Review of Sociology*. 1984;10:353–372. [Google Scholar]
- [16]. Blanco-Donoso, L. M., Moreno-Jiménez, B., Pereira, G., & Garrosa, E. (2019). Effects of Coworker and Supervisor Support on Nurses' Energy and Motivation through Role Ambiguity and Psychological Flexibility. *The Spanish journal of psychology*, 22, E25. <https://doi.org/10.1017/sjp.2019.10>
- [17]. Blau PM. Structural effects. *American Sociological Review*. 1960;25:178–193. [Google Scholar]
- [18]. Blegen MA, Vaughn TE, Goode CJ. Nurse experience and education: Effect on quality of care. *Journal of Nursing Administration*. 2001;31:33–39. [PubMed] [Google Scholar]
- [19]. Bobay K, Gentile DL, Hagle ME. The relationship of nurses' professional characteristics to levels of clinical nursing expertise. *Applied Nursing Research*. 2009;22:48–53. [PubMed] [Google Scholar]
- [20]. Bobay KL. Does experience really matter? *Nursing Science Quarterly*. 2004;17:313–316. [PubMed] [Google Scholar]
- [21]. Bonner A. Recognition of expertise: An important concept in the acquisition of nephrology nursing expertise. *Nursing & Health Sciences*. 2003;5:123–131. [PubMed] [Google Scholar]
- [22]. Books J, Prysby C. Studying contextual effects on political behavior: A research inventory and agenda. *American Politics Quarterly*. 1988;16:211–238. [Google Scholar]
- [23]. Cai T. (2021). Transition of newly graduated nurses in China: An evaluation study. *Nurse education in practice*, 50, 102951. <https://doi.org/10.1016/j.nepr.2020.102951>
- [24]. Cao, X., Li, J., & Gong, S. (2021). Effects of resilience, social support, and work environment on turnover intention in newly graduated nurses: The mediating role of transition shock. *Journal of nursing management*, 29(8), 2585–2593. <https://doi.org/10.1111/jonm.13418>
- [25]. Christensen M, Hewitt-Taylor J. From expert to tasks, expert nursing practice redefined? *Journal of Clinical Nursing*. 2006;15:1531–1539. [PubMed] [Google Scholar]
- [26]. Clarke SP, Rockett JL, Sloane DM, Aiken LH. Organizational climate, staffing, and safety equipment as predictors of needlestick injuries and near-misses in hospital nurses. *American Journal of Infection Control*. 2002;30:207–216. [PubMed] [Google Scholar]

- [27]. Dreyfus HL, Dreyfus SE. The relationship of theory and practice in the acquisition of skill. In: Benner PA, Tanner CA, Chesla CA, editors. *Expertise in nursing practice: Caring, clinical judgment, and ethics*. New York: Springer; 1996. [Google Scholar]
- [28]. Duchscher J. E. (2009). Transition shock: the initial stage of role adaptation for newly graduated registered nurses. *Journal of advanced nursing*, 65(5), 1103–1113. <https://doi.org/10.1111/j.1365-2648.2008.04898.x>
- [29]. Ericsson KA, Whyte J, Ward P. Expert performance in nursing: Reviewing research on expertise in nursing within the framework of the expert-performance approach. *Advances in Nursing Science*. 2007;30:E58–E71. [PubMed] Google ScholarPMC free articlePubMedGoogle ScholarGoogle Scholar
- [30]. Estabrooks CA, Midodzi WK, Cummings GG, Ricker KL, Giovannetti P. The impact of hospital nursing characteristics on 30-day mortality. *Nursing Research*. 2005;54:74–84. [PubMed] [Google Scholar]
- [31]. Field DE. Moving from novice to expert—The value of learning in clinical practice: A literature review. *Nurse Education Today*. 2004;24:560–565. [PubMed] [Google Scholar]
- [32]. Kim, E. Y., & Yeo, J. H. (2019). Effects of pre-graduation characteristics and working environments on transition shock of newly graduated nurses: A longitudinal study. *Nurse edu Kim, E. Y., & Yeo, J. H. (2021). Transition shock and job satisfaction changes among newly graduated nurses in their first year of work: A prospective longitudinal study. Journal of nursing management, 29(3), 451–458. https://doi.org/10.1111/jonm.13164*
- [33]. Kim, S. O., & Kim, J. S. (2021). Association of work environment and resilience with transition shock in newly licensed nurses: A cross-sectional study. *Journal of clinical nursing*, 30(7-8), 103
- [34]. Labrague, L. J., & De Los Santos, J. A. A. (2020). Transition shock and newly graduated nurses' job outcomes and select patient outcomes: A cross-sectional study. *Journal of nursing management*, 28(5), 1070–1079. <https://doi.org/10.1111/jonm.130337>– 1045. <https://doi.org/10.1111/jocn.15649>
- [35]. Othman, N., & Nasurdin, A. M. (2013). Social support and work engagement: a study of Malaysian nurses. *Journal of nursing management*, 21(8), 1083–1090. <https://doi.org/10.1111/j.1365-2834.2012.01448.x>
- [36]. Poulsen, M. G., Khan, A., Poulsen, E. E., Khan, S. R., & Poulsen, A. A. (2016). Work engagement in cancer care: The power of co-worker and supervisor support. *European journal of oncology nursing : the official journal of European Oncology Nursing Society*, 21, 134–138. <https://doi.org/10.1016/j.ejon.2015.09.003>