

Employers’ Assessment of the Academic Program of the Faculty of Nursing

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Abstract — Current study sheds light on baccalaureate program in nursing. The objectives of the study to evaluate the nursing educational program by health employers. The study was carried out at (Al-Sadr, Al-Hakeem, Al-Zahraa, Al-Forat) hospitals of Al-Najaf city. The study concluded that the highest percentage of the employers sub group are females with ages (22-30) years old (37,6%), males (63,3%), Al-Sadr (30,3%) those who are graduated from institutes (38,5). The study recommended that, national studies with wide rang samples of employers can be suggested to develop a curriculum matches community demands.

Keywords— Employers, Academic Program, Nursing.

I. INTRODUCTION

Complex and changing health care environments require nurses to use effective thinking skills, promoting safety and quality of care for their patients (Giddens, JF, et al., 2015). Many nursing programs are revising curriculum from a traditional educational approach to a concept-based curriculum to improve thinking skills.

In a traditional curriculum, the teacher provides extensive content and facts to passive students. Presenting extensive information allows minimal time for students to organize and apply the information and usually results in students memorizing and recalling facts. Conversely, the concept-based curriculum provides selective information for students to organize, apply, and store in their long-term memories for retrieval to new situations (Hendricks S.M. et al., 2017)

According to Barr and Tagg it will take decades before teachers fully apply the learning paradigm and the gradual process will require experimentation for ultimate success. However, trying to apply a part of the learning paradigm to the instruction paradigm is ineffective.

In order for the students to become proficient in thinking, they need opportunities to think. Changing to the learning paradigm will require action, hard work on the part of the teacher (Barr R.B., Tagg J., 1995).

Importance of the Study

Our study sheds light on baccalaureate program in nursing that is designed to prepare students to become professional Registered Nurses. Nursing is a creative profession that provides for the promotion of health, prevention of illness, and care of patients. The curriculum integrates the humanities and the physical and social sciences with nursing courses. Clinical courses include experience in numerous hospitals, community health agencies, nursing homes, schools, rehabilitation settings, and ambulatory services throughout the state.

II. METHODOLOGY

A descriptive design a cross sectional study carried out, to evaluate the nursing educational program by health employers. The study was conducted from (January 2019 to March 2019)

The present study is designed to achieve the following objectives:

1. To evaluate the nursing educational program by health employers.
2. To identify the relationship between level of employer’s evaluation and their demographic characteristics of age, gender, workplace of employer and level of education.

The study was carried out at Al-Sadr, Al-Hakeem, Al-Zahraa, Al-Forat hospitals of Al-Najef city. Preventatives sample of (109) employer (managers of nursing units and their assistants) was taken from Al-Sadr, Al-Hakeem, Al-Zahraa, Al-Forat hospitals of Al-Najef city.

The questionnaire, constructed to evaluate the nursing education program by health employers. The responses to these items ranging with five alternatives: Strongly disagree, disagree, Quite true, Agree, strongly Agree.

The questionnaire was self-completed and included questions on sociodemographic characteristics of age, level of education, gender and workplace.

The second part (9 questions) concerning evaluation of nursing educational program answered by employers Time required for each man's interview was (15) minutes.

9 Questions
1. Academic nursing program develops students’ skills
2. The academic program for students of Nursing Faculty develops communication skills with patients and professionals
3. Developing the academic program for students of Nursing Faculty with the necessary documentation and reporting skills
4. The academic program for students of Nursing Faculty develops the skills of teamwork as a team
5. The academic program of students of Nursing Faculty develops the planning and organizing skills for the work
6. The academic program for students of Nursing Faculty develops high

accuracy in the work
7. The academic program for students of Nursing Faculty develops the quality of work and workmanship
8. The academic program for students of Nursing Faculty develops Creativity and concentration
9. The academic program for students of Nursing Faculty develops accountability

Data were analyzed through the application of two statistical approaches. These approaches included in the following:

Descriptive statistical data analysis. Such approach was performed through the determination of the following: a. Frequency. b. Percentage.

Inferential statistical data analysis. This approach done through the following statistical procedures: a. Correlation b. Chi Square Test

III. RESULTS

TABLE (3.1) Statistical distribution of study group (employers) by their Socio-Demographic Data

Items	Sub-groups	Study group Total = 109	
		Frequency	Percentage
Age / Years	22-30	41	37.6
	31-39	33	30.3
	40-48	26	23.9
	49-57	9	8.3
Gender	Male	69	63.3
	Female	40	36.7
workplace of Employer	Al-Sadr Hospital	33	30.3
	Al-Hakeem Hospital	27	24.8
	Al-Zahraa Hospital	21	19.3
	Al-Forat Hospital	28	25.7
Levels of Education	Preparatory School	31	28.4
	Institute	42	38.5
	College	36	33.0

TABLE (3.2): The observed frequencies and percentages of employer to academic program of nursing faculty

Questions		Strongly disagree	disagree	Quite true	Agree	strongly Agree
1	F	1	1	21	60	26
	%	0.92	0.92	19.27	55.05	23.85
2	F	1	4	28	45	31
	%	0.92	3.67	25.69	41.28	28.44
3	F	2	7	25	43	32
	%	1.83	6.42	22.94	39.45	29.36
4	F	1	8	15	45	40
	%	0.92	7.34	13.76	41.28	36.70
5	F	3	8	17	47	34
	%	2.75	7.34	15.60	43.12	31.19
6	F	3	6	19	40	41
	%	2.75	5.50	17.43	36.70	37.61
7	F	2	4	21	47	35
	%	1.83	3.67	19.27	43.12	32.11
8	F	1	4	21	52	31
	%	0.92	3.67	19.27	47.71	28.44
9	F	3	2	15	41	48
	%	2.75	1.83	13.76	37.61	44.04

Table (3.1) shows statistical distribution of study group (employer) by their Socio-Demographic Data, it explains that the highest percentage of the employers' subgroup are females

with ages between (22-30) years old (37.6%), males (63.3%), Al-Sadr hospital (30.3%), those who are graduated from institutes (38.5%).

TABLE (3.3): Assessment of employers to academic program of nursing faculty

Questions	MS	RS%	Assessment
1	4.00	80.00	Satisfied
2	3.93	78.53	Satisfied
3	3.88	77.61	Satisfied
4	4.06	81.10	Satisfied
5	3.93	78.53	Satisfied
6	4.01	80.18	Satisfied
7	4.00	80.00	Satisfied
8	3.99	79.82	Satisfied
9	4.1	89.17	Satisfied
Cutoff point = 3; MS≥3 = Satisfied; MS<3 = Unsatisfied			

MS: Mean of Scores; RS: Ratio of Scores

TABLE (3.4): Overall assessment of employers to academic program of nursing faculty

Overall assessment of employers' satisfaction	MS	RS	Assessment
	4.03	80.55	Satisfied

MS: Mean of Scores; RS: Ratio of Scores

Table (3.4) showed that there is a satisfactory level of evaluation of the nursing staff to the nursing education program.

TABLE (3.5): Correlation between employers to academic program of nursing faculty and their demographic data

Demographic Data	Coefficient of contingency	Significance P value
Age	0.2	0.2
Gender	0.1	0.36
Level of Education	0.12	0.43
Employer	0.19	0.24

Table (3.5) shows that no relationship between level of employer's evaluation and their demographic characteristics of gender, workplace level of education except age.

IV. DISCUSSION

Discussion of Statistical distribution of study group (employers) by their Socio-Demographic Data, table (3.1) shows statistical distribution of study group (employer) by their Socio-Demographic Data, it explains that the highest percentage of the employers' subgroup are: females with ages between (22-30) years old (37.6%), males (63.3%), Al-Sadr hospital (30.3%), those who are graduated from institutes (38.5%). Demographic information regarding respondents in this study is similar to (Baumann A, et al., 2011) who stated that the majority of survey respondents were RNs, female and under the age of 30. Discussion of Overall assessment of employers to academic program of nursing faculty. Table (3.4): The results of the study showed that there is a satisfactory level of evaluation of the nursing staff to the nursing education program and this reflects the effectiveness and efficiency of the nursing college graduates through their work in the various units of the patients, especially the intensive care units and the emergency department. A study by (Williams & Day 2009) clearly agreed that teaching approach to undergraduate nursing education is congruent with the goal of graduating knowledgeable, competent, and professional

nurses. In addition, (Meira & Kurcgant 2016) reached the conclusion that the performance of the graduates positively impacted the evaluation of employers' managers according to their study findings. According to (Shipman, 2014) Postgraduate internships and prelicensure externship programs provide similar experiences that assist in closing the gap between nursing education and the real world of nursing. Another research conducted by (Nguyen, Zierler & Nguyen, 2011) suggests the neo-systemic curricular metatheory that seeks to bring new perspectives to work for the autonomy of the student, the significant, contextualized and globalized teaching of nurses.

Discussion of Correlation between employers to academic program of nursing faculty and their demographic data. Table (3.5) shows that no relationship between level of employer's evaluation and their demographic characteristics of gender, workplace level of education accept age. This result can be interpreted by the variable of age play an important role in evaluation and judgement.

V. CONCLUSIONS AND RECOMMENDATIONS

Study conclude that:

1. The highest percentage of the employers' subgroup are: females with ages between (22-30) years old (37.6%), males (63.3%), Al-Sadr hospital (30.3%), those who are graduated from institutes (38.5%).
2. The level of employer's evaluation to nursing educational program at teaching hospitals was satisfied
3. There is no relationship between level of employer's evaluation and their demographic characteristics of gender,

workplace level of education accept age

Based on the findings of this study, it can be recommended that: National studies with a wide range samples of employers can be suggested to develop a curriculum matches community demands.

Periodic research and systematic adjustments to educational curricula should also be undertaken.

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