

ENDORSEMENT :

THESIS TITLE :

FACTORS RELATED TO EXERCISING TAUGHT NURSING ROLE UPON  
EMPLOYMENT : THE VIEW OF GRADUATES OF TWO BACCALAURATE  
NURSING PROGRAMS IN THE WEST BANK

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## ABSTRACT

This study discusses the views of Bachelors of Science in Nursing graduates about factors related to exercising taught nursing role upon employment, from two nursing programs in the West Bank: the College of Health Professions(CHP), and Bethlehem University (BU) graduates.

Hundred BSN graduates of the years 92 - 96 were selected from BU & CHP, and who are currently employed in any health sectors. A quantitative descriptive research design was followed utilizing a questionnaire designed by the researcher to elicit information on factors that affect the graduates performance upon employment. The questionnaire consisted of seven sections relating to: school preparation, internship, preceptorship, orientation program, and three open-ended questions. The questionnaire was reviewed by five of advisors who had a research background , a pilot study was done, a small sample which consists of ten graduates from both programs was taken, and according to the result adjustments for the questionnaire were made.

After collecting the data and verifying the content the result was: the majority of graduates agreed that preceptorship, internship, orientation programs and school preparation are very important for the graduates to apply a taught nursing role, and affect positively their knowledge, skills, and attitudes . In addition other factors affect the graduates merging to the systems including : Organizational rules & polices, facilities, continuing education programs, health team members relation, nursing leaders, stability of the political situation, and personality trait. The majority of the graduates agreed that there were differences in applying those programs between the non-governmental and governmental organizations as well as between the hospitals and the primary care setups.

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## CHAPTER ONE

### Introduction

Upon graduation many new graduate nurses suffer from reality shock due to the differences between the taught nursing role and the real role imposed on them by the organizations in which they are later employed. In the course of the job, the new nurses will be over-loaded by the volume and the complexity of the work to be done. Therefore they will be looking for a way to cope with this situation and integrated in to the system. The socialization process depends on the system in those health organizations and on how those graduates had been prepared for that work .

The main purpose of professional socialization is to develop a personally and professionally acceptable role (Cohen 1981 ). This process involves the acquiring of knowledge and skills as well as the norms and values of the professional culture ( Jacox, 1973). Professional socialization has been explained by two major theoretical frameworks, there are namely (a) the functionalist approach with individual motivation to conform to these expectations produced by a favorable self-image that results from positive feedback from others and the assumed complementary nature of roles with correspondingly dove-tailed expectations (Stryker & Statham, 1985 ), and (b) the interactionist approach which based on symbolic interactionism that views role behavior as a process rather than conformity to preexisting social norms in which individuals are active and creative rather than responsive to the cultural internalized norms ( Turner, 1962 ) .

In the past decade, the nursing profession like all areas of health professions, has changed dramatically in terms of education, staffing, policies, procedures and general approach. In recent years, there has been an increase in the number of nurses and

nursing programs especially at the baccalaureate level in the West Bank. This has been due to the following : **firstly** the opening of university nursing programs , and **secondly**, the growing acceptance of the nursing profession and its image in society. On the other hand, there is a general consensus amongst nurses, especially the BSNs, both worldwide and amongst Palestinian BSN graduates in particular that they do not have the chance to apply their taught nursing role upon employment due to many reasons .

In this study, the researcher concentrated on the perception of BSN graduates toward the factors related to exercising taught nursing role after graduation from two main nursing schools in the West Bank, {Bethlehem University (BU), and the College of Health Professions/ AL- Quds University (CHP) }. The idea for this study stemmed from the researcher's experience as BSN graduate from CHP, and recently as a teacher for BSN students at BU .

#### A. Statement of the Problem

There is generally complain among employers and newly hired nurses regarding the newly hired nurses inability to perform and implement the taught nursing role upon graduation and assuming employment. To that effect, this study in its attempt to elaborate on reasons and propose solutions attempted to study the perception of Palestinian BSN graduates about the factors related to exercising the taught nursing role upon employment .

#### B. Significance of the Study

This was the first study in Palestine (W.B, Gaza & East Jerusalem) which describes BSN graduates' views on the factors they face after graduating from two university nursing programs in the West Bank: Bethlehem University, and Al- Quds

University. Both programs are two of four programs currently graduating baccalaureate degree nurses in Palestine .

The main goals of the nursing profession are to provide quality care, and develop as well as improve the nursing profession. It is essential to follow up the graduates, and see how much they apply from the taught nursing role in the health care systems. The factors that the BSN graduates face upon employment is an issue of great interest to all those who direct educational institutions in terms of preparing and supporting their graduates, and by setting taught objectives that can be met in the health care organizations. It is of equal importance to the health care organizations directors to establish a system that helps the graduates on applying their taught roles as BSNs so as to improve the quality of care in the health care systems .

Many studies have focused on the concept of clinical-theory gap, which exists due to differences between clinical settings and what is taught in the classroom. This study highlighted the factors that the BSN graduates were facing after employment. According to the results, there were recommendations put forward for the education and service institutions to bridge the gap between clinical and theory practice. This was important for preparing BSN nurses in order to minimize the graduate's suffering and cultural shock upon graduation and employment .

This study provides information about the systems in the West Bank health institutions, and how they affect the BSN graduates after employment, while they supposedly practice the taught nursing role in relation to patients, colleagues, and their managers .

### C. Purposes of the Study

This study aimed at producing data that would help academics and health system managers to set realistic objectives and offer managerial support for the BSN graduates in relation to their expected practice roles .

In this study, the major purposes were :-

1. To highlight the perception of BSN graduates on the factors related to exercising their nursing role in health care systems in the West Bank .
2. To summarize the BSN graduates' opinions toward their work and their responsibilities .
3. To highlight the nursing schools role toward preparing the BSN graduates in the West Bank .
4. To serve as base for future studies related to BSN graduates' roles upon employment .
5. To provide the researcher with experience in conducting research .

### D. Research Questions

1. What are the Palestinian BSN graduates' views on the factors they face in their work in relation to the application of taught nursing role?
2. What are the organizational factors which affect the BSN graduates' work upon employment?
3. To what extent are BSN graduates able to apply the taught nursing role?
4. What are the perceived reasons behind the obstacles BSN graduates face after employment ?
5. What is the nurse graduates' perception for necessary improvements carried out in nursing schools in preparing graduates for employment ?

## E. Assumptions

1. The hospital and community settings administrations, where targeted nurses are employed, would be cooperative in terms of permitting the researcher to question employed nurses .
2. The targeted nurses would be truthful in responding to the questionnaire .
3. It would be easy to obtain the BSN graduates' names and addresses from the registration offices at Bethlehem University, and AL- Quds University, and to reach nurses at their respective sites .

## F. Limitations

1. Lack of nursing research in general, and specifically the absence of related research on the West Bank .
2. Unavailability of international literature on the topic in local libraries .
3. Instability of the political situation in the West Bank causing delay in the process of reaching the study subjects .
4. Difficulties in reaching all subjects in the sample .
5. Some of BSN graduates can be sensitive towards responding to questionnaires related to their work .
6. Limitation of the self administered questionnaire .
7. Memory prolapsed due to time since graduation tell the time of writing the research.

## G. Definition of Terms

**Bachelors of science graduate ( B.Sc.)** : Any person who completes a four- year course or its equivalent in science or related studies. The degree is awarded by a college or university (Webster's dictionary ) .

## CHAPTER TWO

### DESCRIPTION OF THE SETTING

#### A. Introduction

Nursing is a dynamic and supportive profession which consists of caring, and concepts in the nursing field related to education, practice, administration and research. Nurses espouse the holistic view of humans having the capacity to set goals and make decisions, who also have the responsibility to look for the past to learn from it, and to set future goals for the nursing profession .

In Palestine, the history of nursing is not well documented. One study conducted by (Shaheen, Imam & Safadi., 1994) used the qualitative methodology to document what is known about nursing history in Palestine. Since Palestine has always been under occupation for many years , the researchers divided the period to five eras:

1. Turkish rule ( 1515 \_ 1917 ) called the dark period where the health services were poor and primitive, nurses were trained by physicians who worked in the hospitals .

2. British Mandate ( 1921 \_ 1948 ), at that time nurse training programs were established, the first one starting in the children hospital in Jerusalem. After that, the government's general hospital in Jaffa was established and housed a nursing program, where British nurses taught Arab girls nursing for a three years. Also the British government in Jerusalem had a nursing school which offered three- year training program. During the Second World War nurses and physicians worked together in helping people and wounded soldiers. After the war, the nursing students continued their studies in the Swedish mental hospital which is known as AL Hussein Hospital since 1957 .

3. During the Jordanian rule, a staff nurses three- years program was established in 1951 at Augusta Victoria Hospital in Jerusalem. Afterwards, a practical nurses program was established in 1960. At that time, some hospitals started to train girls on some nursing services ( aid nurses ). In 1956, the Palestinian nursing association was established , and obtained membership in the international council for nurses in England in 1960 .

4. During the Israeli occupation ( 1967 \_ 1995 ), due to the political and economic factors (1) many females started to look for work. They found nursing as a good field to work in. This lead to an increase in number of nurses and fostered changing in the Palestinian society's attitudes toward nurses. Some nurses obtained Masters or Doctorate degrees outside the country .

5. In this era of Palestinians striving for a just Peace, and currently for a partial independence, we have witnessed in( 1995) an increase in the number of graduates and in the number of general nursing programs as well as several specialty programs . The College of Health Professions established a Master's degree in Nursing management and Mother Child Health, post- graduate diplomas in Community Health Nursing, Pediatric and Operating Room Nursing as well as upgrading programs for the diploma staff nurses and practical nurses to BSN level. Post-basic Neonatal nursing ,Midwifery programs, Clinical supervision and upgrading for the practical nurses to the level of Diploma staff nurses programs were established at BU. The Palestinian Nursing Council was established in 1995 as an activation of the nursing association. Another two BSN program were established recently are: Ibin Sina College in the West Bank, and the Palestine College in the Gaza Strip. In 1998, the Palestinian nursing and midwifery board for nurses was established .

The main two BSN programs in the West Bank where the targets for this study from which the sample was taken : Bethlehem University, and Al\_Quds university /College of Health Professions at Al Bireh .

## B. DISCRIPTION OF SETTINGS

### 1. AL-QUDS UNIVERSITY

This University was established in 1984, by the merging of four colleges founded in the Jerusalem area. These are Science and Technology at Abu Dees, College of Arts for women in Jerusalem, College of Religious Studies and Jurisprudence, and the Arab College of Medical professions at Al- Bireh. It now has 7 faculties and several centers with different programs. The main purpose of AL- Quds University is to offer higher education for the Palestinian people in Arts, and sciences, and to prepare the student to become an active member in the society, to build and develop the Palestinian society, to preserve and promote the Arab and Islamic heritage in Arab East Jerusalem .

Al-Quds, university in Jerusalem , is the home to the first Palestinian law school and first Palestinian medical school .It is a member of the union of Arab and international universities .

#### a. Aims of AL - Quds University

1. To raise the standards of higher education, and to develop excellence in teaching .
2. To encourage scientific research and develop graduate studies for Master's and Ph.D. degrees .
3. To develop studies dealing with Arab civilization and to seek the latest international educational development .

# CHAPTER SEVEN

## Discussion

The results of this study center around the factors which affect the exercising of taught nursing role for Palestinian graduate nurses, from BU & CHP who graduated in the years 92 - 96 and their view towards the factors that influence their merging to the system upon employment . From the literature review, it was clear that the graduates' integration processes were affected by many factors including : school preparation , internship, orientation and preceptorship programs which may facilitate the graduate's merging to the system .

### A. Discussion for the major findings :

The results of this study indicated that many factors affect the exercising taught nursing role upon employment. According to the graduates' responses to the questionnaire, the result were as follow :

1. Demographic data : showed that the majority of the graduates were in the age group 25 - 27 years with 2 - 4 years of experience , which means that they were new graduates and needed the support system in their work and the continuous evaluation and feed back . This was clear from their responses to the open-ended questions. Some of the graduates mentioned that the lack of evaluation and feedback to nurses affects their success in merging to the system.

The majority were female nurses and single, this was due to the fact that the female nurses who graduated from both nursing programs are usually more than the males, so the percentage of the female nurses in the sample would naturally included more females than males. They were single and this was due to the fact that the

married nurses suffer a lot from the schedule for the nurses which make it difficult to continue working, therefore there was a high attrition rate between the female nurses, some of the graduate also mentioned that the systems were not flexible with them to arrange their duty according to their social commitments” being a married female nurse is very difficult to cope with ”.

The majority have the BSN as a highest degree ( 91.8% ), this may be due to their short experience in nursing ; they just built their stability in the systems. The distribution of the graduates in the health care settings were as follows : 50 graduates in the non-governmental settings, and 20 in a governmental settings, many nurses prefer to work in a non-governmental health institutions, this was due to many reasons that were mentioned by the graduates themselves in the open-ended questions like lack of continuing education programs, facilities, orientation, preceptorship, evaluation and continuous feedback for the nurses, low salaries, low promotions and rigidity of the system which makes them leave the organization or work in two places, which is very difficult for the female nurses .

In relation to the other areas :

2. The school preparation : the graduates were satisfied with their school preparation and the majority said it was good for most items that were included in the questionnaire, and adequate in the areas related to critical thinking and preparation for research. There was consistency between their answers and the open-ended questions. They perceive their school preparation as good and adequate for the theoretical part, the courses were very intensive, but needed to concentrate more on the clinical part, by increasing the hours for training and having qualified clinical teachers. From the literature review, many researchers concentrated on this issue as