
Nursing Model towards Professional Development

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Abstract. *Background:* Mentoring is highlighted throughout the Core Competencies of Nurse Educators as an essential component to the educator role and necessary for educators to promote learner growth and development and career advancement. With the work force changing rapidly, career success depends a lot on working smartly. *Purpose:* The study aimed to explore the relationships between mentoring competency of nurse managers and career advancement of staff nurses. *Methods:* The researchers employed descriptive-correlational methods that glanced into the relationship of certain levels in the mentoring competency of head nurses in relation to staff nurses' career advancement. *Results:* By aligning human resource management processes and providing linkage between job potentials, desired competencies, and key experiences, staff development directs staff nurses towards the hospital's future competitiveness. *Conclusion:* Assessing position profiles create distinctions among job roles in career paths by outlining their core responsibilities, skills, and requirements. It is important to determine the qualifications and expertise associated with different career positions, roles, and stages.

Keywords: Mentoring Competency, Core Competency, Career Advancement, Professional Development, Performance Management

Introduction

Background

Mentoring is highlighted throughout the Core Competencies of Nurse Educators as an essential component to the educator role and necessary for educators to promote learner growth and development and career advancement. With the work force changing rapidly, career success depends a lot on working smartly. Organizations are now focusing on mentoring. It is fast becoming one of the critical factors in career success. Consequently, it is important to attract, retain, and use the talents of people to provide with proper mentoring support from an organizational point of view. Mentoring is very essential to each and every individual employee in the organization. It was found that those who were mentored had positive career outcomes over those who were not mentored. It also traced that those who receive mentoring with career success are likely to stay or retain with the organization for a longer period, rather higher employee turnover.

As applied in this study researcher seeks head nurse mentoring competency in relation staff nurse's career advancement such as certification, post graduate education, job rotation and productivity. Certification is a process by which a nongovernmental agency validates, based upon predetermined standards, an individual nurse's qualifications for practice in a defined functional or clinical area of nursing. Most certification programs are created, sponsored or affiliated with professional associations and trade organizations interested in raising standards. Certifications are earned through an assessment process and, in general, must be renewed periodically. Certification credentials are nationally recognized and portable, meaning the credential is accepted from one hospital to another.

The success of an organization is based on the professionalism and motivation of the personnel. A Competent personnel is an important capital of the organization and personnel's development is essential investment in the strategy of the organization (Green & Jackson,

2014). In order to maintain their professionalism and motivation, the personnel should enjoy their work and feel important for the organization. Hence, personnel's well-being at work should receive attention. Wellbeing at work can be improved in many different ways; for example, by giving feedback, giving rewards, arranging the working-time more flexibly for an individual employee or recreational days for the staff, providing meaningful training for the staff or arranging performance appraisals. The key factor to a successful organization is a personnel with high state of wellbeing. When a person feels good he can work efficiently, learn, develop and produce creative solutions and innovations. Thus, person's own resources become power for the whole organization.

Given the changing dynamics of the health care system, the current structure for nursing career advancement needs careful reevaluation and reconceptualization. Presently, most career advancement structure emphasizes and rewards staff nurse's abilities and competencies in their clinical practice areas. The structure does not incentivize nurses to be leaders at the end of care, nor does encourage clinical nurses to pursue, engage and/or acquire a formal advanced degree, while remaining in clinical or frontline of nursing practice.

The researcher's interest is related to exploring whether people who are currently involved in these roles agree or disagree with the views and opinions of those in the literature. Also, to discover if the participants mention or report that they believe that head nurse mentoring competency could have positive effects on career advancement of staff nurses. Since the researcher is a nurse manager herself, this study aims to describe that mentoring is a symbiotic relationship towards career advancement and satisfaction for both nurse managers' and staff nurses' personal and professional development.

Objective

The study aimed to explore the relationships between mentoring competency of nurse managers and career advancement of staff nurses.

Methods

Research Design

The researchers employed descriptive-correlational research design in gathering the necessary information in the study. Descriptive correlational study glanced into the relationship of certain levels or variables like the mentoring competency of head nurses in relation to staff nurses career advancement in selected government and private hospitals towards a model for professional nursing development

Respondents of the Study

The sample in this study were staff nurses working in the government and private hospital who experience mentoring from their nurse managers. In this study, a sample of 199 nurse-respondents were chosen based on the following inclusion/exclusion criteria. These were nurses who provide direct patient care and currently assigned in either general nursing units or special areas of the hospital. Non-probability convenience sampling method was used to select the participants in the study.

Research Instrument

The researcher used three-part research instrument. First part asked for profile characteristics of staff nurse respondents; second part pertained to Mentoring Competency Assessment Tool, adopted from an open-access and validated Clinical Mentoring Toolkit; and third part referred to Clinical Advancement Assessment Tool, adopted from an open-access and validated Employee Career Development Questionnaire. Mentoring

competency was evaluated using a 4-point Likert scale. The 20-item mentoring competency research instrument is an open-access validated instrument often used in international studies to identify the impact of mentoring program

Statistical Treatment of Data

The data gathered in this study were statistically treated trial the Statistical Package for Social Sciences Software (SPSS) program software. In finding the answers to specific problems, the researcher used the following tools: frequency and percentage, weighted mean, T-Test, Analysis of Variance (ANOVA), and Pearson R.

Ethical Consideration

Ethical guidelines were followed for the whole research period. The researcher submitted the study for review and approval of the Ethics Review Board of the university. It followed the National Ethical Guidelines for Health and Health-Related Research 2017 prepared by the Philippine Health Research Ethics Board.

Results

Nursing Model towards Professional Development

The purpose of nursing professional development remains to augment and sustain the knowledge, skills, and attitudes of nurses in their pursuit of professional career goal. This framework entails consciously designed processes and activities to enrich nursing's contributions to quality health care in order to improve organizational practices. The concept of professional development strengthens training and development delivery and increases skill-building capacity, a systematic process that strengthens how professional nurses obtain and retain knowledge, skills, and attitudes.

Professional development, although often touted as a standalone process, will be most effective if it is integrated into institution's overall management strategy. By aligning human resource management processes and providing linkage between job potentials, desired competencies, and key experiences, staff development directs staff nurses towards the hospital's future competitiveness. By applying the Nursing Professional Development Model, nursing workforce can achieve be more committed to the team and organization, more positive and more motivated; and more satisfied in the job.



Figure 1. Nursing professional development model

An organization contributes to an employee's ability to develop a career path by making the knowledge, skills, experience, and job requirements for each position within the company - transparent. With this information, the employee can plan and prepare for various jobs and opportunities. Professional development process should be multi-faceted, support each step in the staffing management cycle, and align a workforce to the institution's future state. In this way, well-crafted career paths with contextualized success factors can play a pivotal role in driving organizational change and building workforce capability. Professional development encompasses both the nurse's desired destination and the experience that will need to make progress on the journey. Through coaching and mentoring, a career path gives the staff a sense of direction, a way to assess career progress, and career goals and milestones.

Discussion

The components of professional development focus on interlink and outline common avenues for moving within and across components in ways that facilitate between job roles in nursing profession, impact of mentoring, and stages in career advancement. Professional development planning makes it easy to visualize linkages between each component. Hospital organizations may use job bands to define vertical connection and horizontal hierarchies in core competencies between nursing profession; positional profile between mentoring and career advancement; and training and development between career advancement and nursing profession. The dynamics of nursing professional development model is particularly useful as nurses become more versatile and move across job roles in different parts of the profession to increase their expertise.

Conclusion

Assessing position profiles create distinctions among job roles in career paths by outlining their core responsibilities, skills, and requirements. It is important to determine the qualifications and expertise associated with different career positions, roles, and stages. This might include the recommended or required education, skills, technical training, licenses, and certifications for successful performance at each stage. Identifying core competencies specify differentiating behavior that serves as performance standards which define expected results in different functions. In this way, competencies will drive on-the-job performance and connect nursing strategy and change initiatives to the workforce through behavioral standards. These competencies tend to be the same from one career stage to the next, but what differs between stages is the expected scope and impact at which the competencies are expressed. Incorporating Training and Development can link career advancement to nursing profession by prioritizing key experiences that employees should acquire as they move along the career path. Developmental opportunities may include, for example, leadership training courses, stretch assignments, cross-functional teams, profit and responsibility, or international exposure. These experiences provide the opportunity to develop competencies that are important for the next career stage. Outlining critical developmental experiences between mentoring, career advancement and nursing profession allows nurse managers and staff nurses to have more meaningful career discussions and helps determine realistic career moves toward professional development.

Conflict of Interest

The author declares there are no significant competing financial, professional, or personal interests that might have influenced the performance or presentation of the work described in this manuscript.

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