

CONFERENCE ABSTRACT

Integration Experience as New Graduates at a Private Hospital

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The integration experiences of new graduate nurses in hospital settings are an important area of study that presents both concerns and opportunities. The transition from student to nurse is a critical period that significantly impacts a nurse's career development. This transition can be challenging as new graduates adjust from a student mindset to the responsibilities of being a nurse. Nursing students typically learn in a supportive environment with knowledgeable tutors and instructors who guide their decision-making. However, due to higher patient acuity and nursing shortages, the orientation period for new graduate nurses is often shortened, requiring them to quickly adapt to working independently. This transition may present challenges for new graduate nurses, including high stress levels, feelings of inadequacy, difficulty in applying theoretical knowledge in practical settings, as well as feeling overwhelmed and worried about making incorrect decisions.

The aim of this research is to explore the experiences and perceptions of new graduate nurses during their integration process at a private hospital. Specifically, the study will focus on the challenges they face during this transition and how these challenges are addressed. Additionally, the research will assess the overall satisfaction of new graduate nurses with the integration program and examine how the program impacts their skill development and confidence.

To gather data, a qualitative descriptive design will be employed, utilizing semi-structured interviews with new graduate nurses who have been deployed at a private hospital for a period of 6 months to 1 year. The participant selection will utilize a purposive sampling technique, focusing on Nursing Graduates from OCHS, SQU, Nizwa University, and Buraimi University.

The interviews explored several themes related to the integration process, including orientation, support from preceptors and colleagues, workload, and opportunities for professional growth. The findings from the research were categorized into four main themes. The first theme captured the initial impressions and experiences of the new graduate nurses, including their enthusiasm, teamwork, practical experience, challenges with understanding the dynamic workplace, lack of confidence, and feelings of shyness. For instance, participants have expressed difficulties in understanding the hospital system and memorizing medication, names of doctors, and various items. E.g, "at the beginning it was difficult for me to understand the hospital system as well as memorize medication, names of doctors, and items"

The second theme has focused on the challenges encountered by the new graduate nurses and how they managed them. Participants discussed the importance of being patient, good communication skills, studying, seeking help from others, and

gradually handling an increasing number of patients per shift. For example, after three months, participants have mentioned their ability to work independently with more than 3-4 stable patients.

Participants have provided feedback on their satisfaction with the integration program and its impact on their skill development and confidence. This feedback has revealed increased efficiency, skill and knowledge development, leadership growth, and gained confidence resulting from the program. For instance, participants have expressed how the program influenced their confidence and competency. They have acknowledged learning various nursing procedures and their ability to implement them independently. E.g. "It was very influenced; I became more confident" , "I learned many nursing procedures; I implemented them by myself"

The insights gained from this study will have significant implications for nursing practice. The findings will provide a detailed understanding of the integration process at private hospitals and identify factors that facilitate or hinder the successful integration of new graduate nurses. This knowledge can be used by hospitals and nursing administrators to enhance their integration programs and ensure a smoother transition and increased confidence among new graduate nurses in the clinical setting. Providing support, empowerment, and engagement to new graduate nurses, as well as adjusting orientation programs for optimal effectiveness, is crucial. By creating a comfortable environment, hospitals can enable new graduate nurses to thrive, seek answers to their questions, and address any anxieties they may experience. Moreover, this study will contribute to a broader understanding of the nursing profession and its impact on career aspirations, self-awareness, and problem-solving skills.