

# 新人看護師の看護実践能力に影響を及ぼす因子の探索

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**Background.** Issues such as reality shock, workplace maladjustment, and early retirement have emerged among novice nurses who are acquiring nursing practice ability and adapting to the workplace while understanding the complicated and diversified needs of patients in acute medical care settings. An insufficient level of acquired nursing practice ability is a factor that influences some novice nurses to leave the job. However, while various factors have previously been reported to influence nursing practice ability, those influencing the nursing practice ability of novice nurses remain to be identified.

**Objective.** To investigate factors influencing the nursing practice ability of novice nurses.

**Methods.** Nurses who were hired by acute-phase hospitals with at least 300 beds and with the 7:1 nursing care system (as of March 2018) as their first job after graduating from a basic nursing education course and who had less than 1 year of experience participated in an anonymous, self-administered questionnaire survey. The questionnaire included questions about personal attributes and characteristics (intellectual curiosity scale, mental resilience scale, and ENDCOREs scale), workplace environment (e.g., rating scale for novice nurses' understanding of workplace environment), and nursing practice ability (scale for evaluating nursing practice ability in acute-phase hospitals). Multiple regression analysis was used for data analysis.

**Results.** A total of 157 novice nurses from 14 institutions returned responses (valid response rate, 24.3%). The factors identified by multiple regression analysis as influencing nursing practice ability were “expressive faculty,” “comprehension,” “having an area in which one’s knowledge is particularly better than that of one’s friends,” and “satisfaction with workplace environment” in terms of development of the nursing process in accordance with patients’ individuality; “having an area in which one’s knowledge is particularly better than that of one’s friends” and “satisfaction with workplace environment” in terms of role performance as a team member; and “comprehension” and “education-supporting environment” in terms of care that protects patient safety.

**Conclusion.** To improve the nursing practice ability of novice nurses, mentors should intentionally create opportunities to listen to the thoughts of novice nurses and encourage them to express their interpretations in their own words. Additionally, nursing administrators should make efforts toward satisfying novice nurses' needs, improving workplace environments, and developing education support systems.

The personal characteristics and workplace environmental factors affecting the nursing practice ability of novice nurses working at acute-phase hospitals were identified.

**Key words.** Novice nurse, nursing practice ability, acute-phase hospital, multiple regression analysis