



# SCOPE OF MENTORING IN NURSING - A REVIEW

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## ABSTRACT

*The importance of integrating the mentoring system for enhancing students' performance is a common resolution that is to be adopted by faculty. With a wide variation in the student population in regard to educational and economic background, the system should promise to provide a better understanding of individual students and bring out their highest potential. It also appears to be the most effective method/weapon for mitigating cases of those students who are vulnerable to drop-out from studies.*

**KEY WORDS-** *Multidisciplinary Collaboration, NAAC Accreditation System, Generic Competencies,*

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## INTRODUCTION

The importance of mentorship within health care training is well recognized. It offers a means to further enhance workforce performance and engagement, promote learning opportunities and encourage multidisciplinary collaboration. Many studies suggest that there are both career and life benefits associated with mentorship, and it is increasingly recognized as a bidirectional process that benefits both mentors and mentees. Recently, mentoring has been considered an essential step in professional and personal development, particularly in the field of health care.

Mentoring involves both coaching and an educational role, requiring a generosity of time, empathy, a willingness to share knowledge and skills, and an enthusiasm for teaching and the success of others. Being mentored is believed to have an important influence on personal development, career guidance and career choice. And through mentorship programs the students are encouraged to seek guidance on academic, general or psychological issues, if necessary.

India has one of the largest and diverse education systems in the world. Privatization, widespread expansion, increased autonomy and

introduction of Programmes in new and emerging areas have improved access to higher education. At the same time, it has also led to widespread concern on the quality and relevance of the higher education

The NAAC accreditation system also has placed the emphasis in all new curricula on generic competencies, it also emphasized that there is also a need to enhance the transferability of leadership, teamwork and decision-making skills, as well as expecting the nurse to be able to deliver nursing care and expand their scope of professional practice.

Successful mentoring relationships can assist nurses in learning the ropes at an organization, increase career satisfaction, and decrease turnover rates. Mentoring success is reliant on the health of the workplace, protégé and mentor characteristics, and the quality of the mentoring relationship.

The organizational benefits integrate with the protégé and mentor benefits. Mentoring programs have a positive impact on nurse retention, transition of the newly licensed nurse at both the RN and APRN levels, and nurse satisfaction and engagement. Mentoring has been used to decrease bullying, improve the workplace, and in succession planning at all levels of nursing. Through increased nurse satisfaction and



engagement, mentoring may also support the improvement of patient satisfaction and outcomes.

Such mentorship programs can be seen as a form of continuing professional development and while they can provide students with a form of professional enhancement which focuses on their needs providing them with advice, encouragement and empathy. Mentoring can be carried out on a formal basis (i.e. part of an association mentoring program), or informally (i.e. not supported by an administrative framework but rather a casual networking arrangement).

### CONCLUSION

Mentoring can foster the leadership skills that student nurses need to secure larger roles in developing, designing and delivering health care. Mentoring relationships inside healthcare organizations and academic institutions can help those organizations retain nurses and nurse educators, reducing the cost of turnover. The ideal mentor is not always the most experienced or the most productive, but rather an effective communicator who is accessible and willing to enter into a mentoring relationship. Establishing and maintaining the mentor-mentee relationship cannot be

overemphasized because it is the relationship that serves as the cornerstone for mentoring success.

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