



# A STUDY ON TRAINING NEEDS ANALYSIS OF NURSES, IN A MULTI-SPECIALITY HOSPITAL, COIMBATORE

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## ABSTRACT

*The topic of Training Needs Analysis of Nurses (TNAN) remains underdeveloped, despite a significant degree of academic and practitioner interest. A Key limitation is the fact that TNAN is typically job performance. Training Need Analysis (TNA) is a series of activities to identify problems or other issues in the workplace to determine the training needs. TNA is a method to determine performance gaps and what training is required to fill in these gaps. Appropriate use of TNA can prevent unnecessary spending on improper, inefficient and ill targeted training programs, and maintain more focus on the real needs. It also helps save time and increases new training programs provided by Hospital. The main objective of this study was to analyse the existing training models of nurses and find out the needs of training and suggest the suitable measure to improve the training programs of nurses in work place.*

**KEYWORDS:** *Training Need Analysis of Nurses (TNAN), Training Need Analysis (TNA), Job Performance, Performance gap, Work Place.*

## INTRODUCTION

### 1.1 Definition

Definition of Training Need Analysis (TNA) is the process of identifying the gap in employee training and related to training needs.

Training Need Analysis is the first stage in the process in the training process and involved a series of steps that reveal whether training will help to solve problem which has been identified. Training can be described as “the acquisition of skills, concepts or attitudes that result in improved performance within the job environment”. Training Needs Analysis looks at each side of operational area of job so that concepts and attitudes of the human elements of a system can be

effectively identified and appropriate training can be specified.

### 1.2 Training Needs Analysis Model

Despite the growing need for further research into TNA, there are several methods relating to current practice that can help to guide the TNA process.

- (i) **The Traditional Model** : ‘Much organizational training which is carried out today is based on a traditional mechanistic approach to adult learning brought into practice over two hundred years ago. The focus of this model is very much on job behaviour and task analysis, using quantitative data and formal interviews to gather information. However, this



approach is very comprehensive and time consuming; possibly resulting in the data collected becoming irrelevant by the time an appropriate timing strategy is developed.' (Anderson, 1994)

- (ii) **Practical TNA Models:** From this model, an outcome for the TNA can be derived. The model can consider three different approaches to TNA including trainer centered, demand-led, and supply-led. This model does help the TNA Coordinator select the appropriate approach for the desired outcomes; it does not provide any guidance as to undertaking a TNA that is sufficiently comprehensive and effective. As a result, this may mean that the TNA is not entirely useful. However, this model is useful "in guiding further research into TNA and in helping to classify future studies". (Chiu et al. 1999)

### 1.3 Training Needs Analysis of Nurses

Within the healthcare industry generally and nurses more specifically, it can be difficult to consistently conduct through TNA. For example, there are often issues such as nurse's shortages directing the organization's focus. Equally the need for and importance of TNA is often underestimated in many different industries. However, nursing specifically and the healthcare sector more generally, seems to be below average when it comes to developing and implementing strategies.

The Objective of the study includes,

- (i) To study the existing training programmes for the nurses in the hospital.
- (ii) To analyse the training needs of the nurses in the hospital
- (iii) To suggest the measures to improve the training needs of the nurses.

## 2. LITERATURE REVIEW

According to Joanna Carlisle (2010) has revealed in his study the significant degree of academic and practitioner interest, the topic of training needs Analysis of Nurses (TNAN) remains underdeveloped. A key limitation is the fact that lacks a consistent conceptual periphery and an unequivocal proactive model. The

specific contribution of the paper is in developing a logical model of TNA of nurses employed in healthcare organizations in Australia. In so doing we draw insights from a number of discrete literature bases. Thus, the paper should aid future research in the area of TNA through helping researchers to clarify the conceptual boundaries of TNAN and providing a theoretical framework that could help researchers their research efforts in the area.

According to Tan et al., (2003), Companies are making huge investment on training programs to prepare them for future needs. The researchers and practitioners have constantly emphasized on the importance of training due to its role and investment.

According to Obisi (2001), Training is a process through which the skills, talent and knowledge of an employee is enhanced and increased. He argues that training should take place only when the need and objectives for such training have been identified.

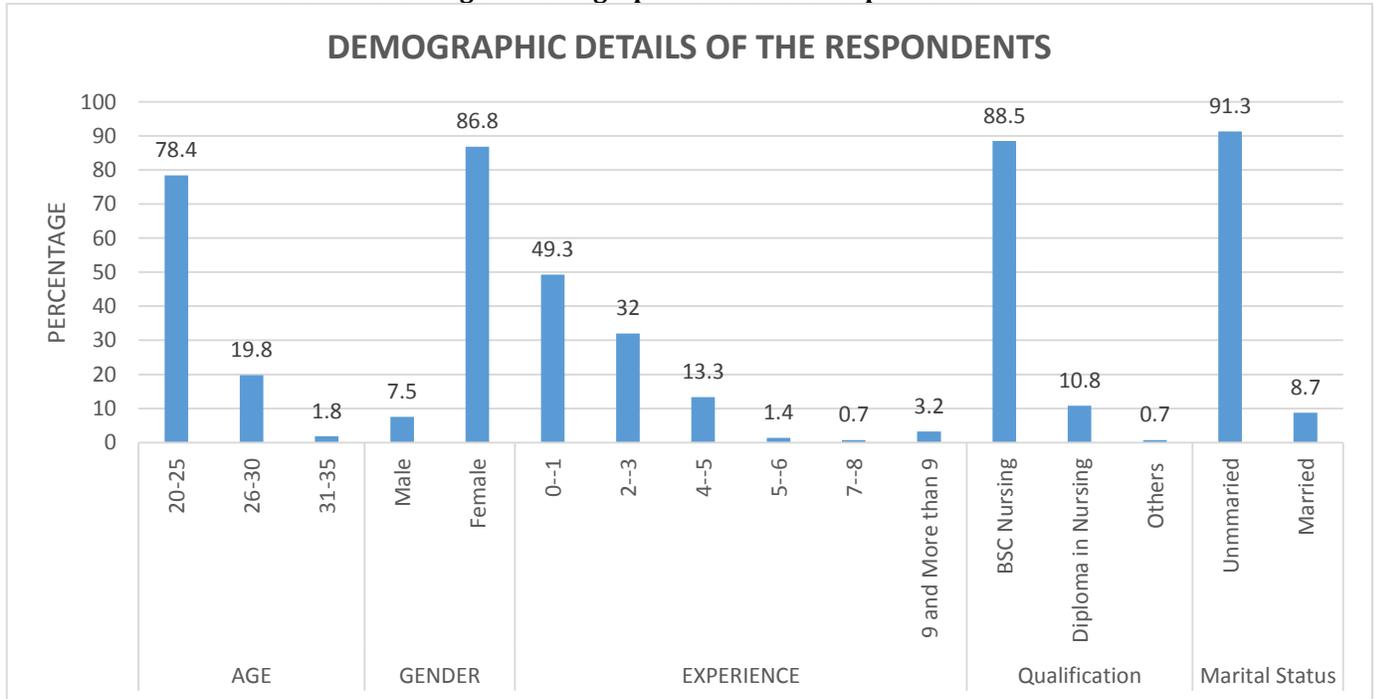
## 3. METHODOLOGY

This is a descriptive research that aims on the staff nurses of the selected hospital and their training needs to be analysed in their hospital. The simple random sampling is used in order to collect data. About 1000 staff nurses were present in the hospital and by considering the Morgan's table with 95% confidence and 5% error, 278 data were collected. For this purpose, a questionnaire has been designed, making sure that research questions do justice to what researcher is trying to find and to provide the direction and shape of the research. Accordingly the survey tool is a structured questionnaire divided into 4 parts. The first part includes the demographic questions such as age, department, gender, experience, qualification, marital status. The second part is composed of 17 questions related to nursing skills. The Third part is composed of 30 NABH policies related to nurses training. The fourth part composed of training topics like soft skills, clinical skills, technology upgradation, mandatory training, specialization training.



#### 4. ANALYSIS

Chart-1 showing the demographic data of the respondents

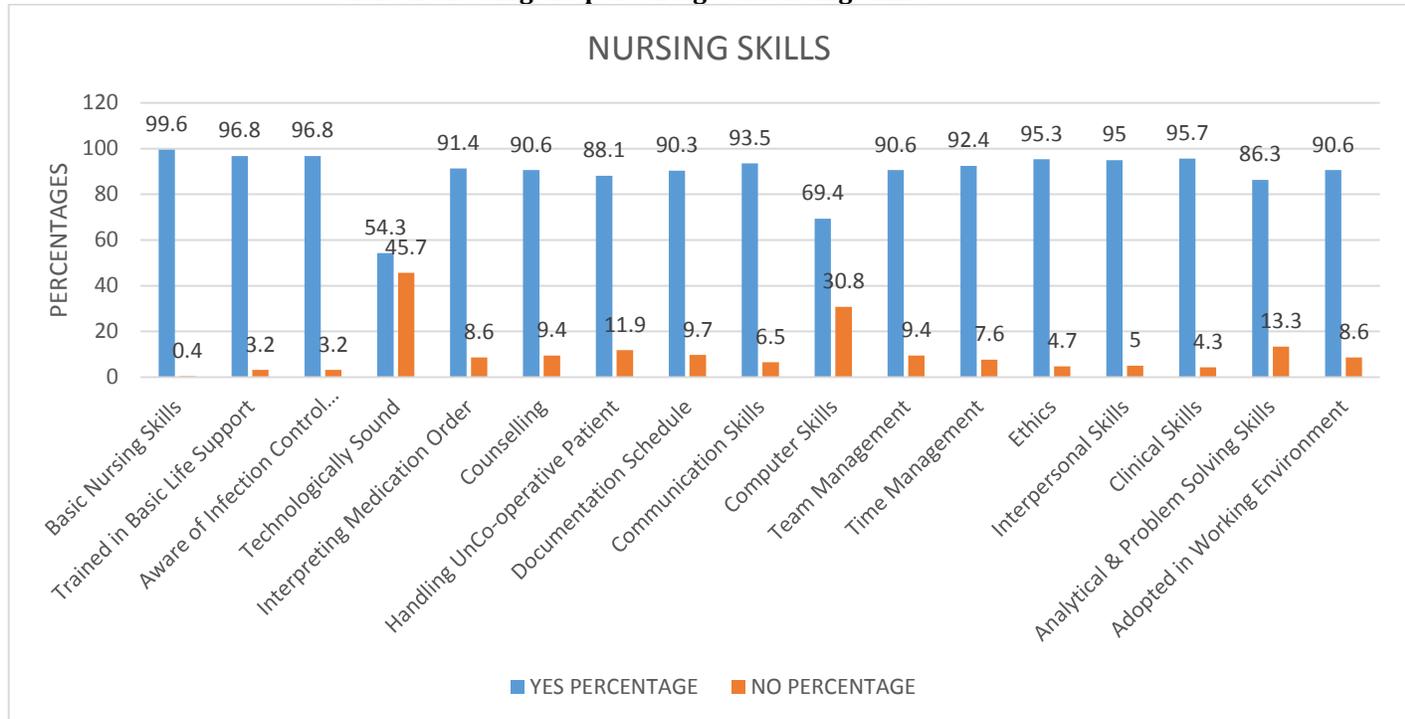


Form the above chart showing that 20-25 years age category of the staff nurses highly participated in this study. It is also evident that female staff nurses has participated more in numbers than the male. In this study, the employee who has less than 1 year of

experience has more participation. The BSC Nursing qualification was high compared to Diploma in nursing and others. The percentage of respondents, who are unmarried is high.



**Chart-2 showing the percentage of Nursing Skills**



From the above table show the percentage of contribution of the respondents based on their Nursing Skills as follow as 99.6% of respondents have opined that, they were well trained in basic nursing skills,

96.8% of respondents have been trained in basic life support, 96.8% of respondents aware of Infection control Practices, 30.8% respondents require Computer skills.

**Table 1 showing the difference between the Experience and Nursing Training Policies**

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
CodeBluePolicy	Between Groups	11.631	5	2.326	3.706	.003
	Within Groups	170.743	272	0.679		
	Total	182.374	277			

H0: There is no difference between the experience and nursing training programmes

H1: There is difference between the experience and nursing training programmes.

From the above table, the significant value is .001, which is less than .05, hence we reject H0 and accept H1. Thus we prove that there is difference between the experience of the staff nurses and the nursing training programmes.

**5. MAJOR FINDINGS & RECOMMENDATIONS**

- Staff nurses can be motivated to attend the training program.
- The importance of the training program can be imparted among the staff nurses.
- In-house experienced staff nurses are not showing interest in attending the training programs, as it is repeated.



- Staff nurses are unable to attend the training programs as per the schedule due to shortage of manpower in the ward side.
- The newly joined staff nurses require proper training to handle the patients.
- Rotational job training in different ward can be given for the staff nurses.

The recommendation include,

- Training programs can be made interesting by using audio video presentation.
- Awareness about the quality standards of training programs should be emphasized to all newly joined staff nurses.
- Training programme schedule should be standardized and customized according to the individual work schedule.
- It is recommended to provide biomedical equipment training program and soft skill classes to the staff nurses at least twice in a month.
- To provide On-job training to all the new join staff nurses.
- The newly appointed staff nurses should be trained to handle all kinds of disordered patients irrespective of their specialized area.

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## 6. CONCLUSION

It can be concluded, that Training Needs Analysis of Nurses helps the hospital, to develop the skills and knowledge of the staff nurses. It is one of the most important potential motivators which lead to both short-term and long-term benefits for staff nurses and organization. It also helps to increase appropriate new methods of training program, which would be helpful for the individual and organisational development.

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