

A Study to Assess the Knowledge on Impact of Government Policies in Recruiting Staff Nurses at SMVMCH, Puducherry

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Abstract: A government policy statement is a declaration of a government's political activities, plans and intentions relating to a concrete cause or, at the assumption of office, an entire legislative session. In certain countries they are announced by the head of government or a minister of the parliament. The study involves quantity study approach and descriptive research design was adopted. The study was conducted in SMVMCH, puducherry.40 staff nurses was selected by purposive sampling technique. It reveals that the mean is 8.3 and the standard deviation is 2.4 which is statistically significant. The results showed that the demographic variable educational qualification and experience in years had shown statistically significant association between the knowledge on impact of government policies with chi - square value of X² is 0.339 and 0.436. The overall result shows that significant and non - significant relationship with the demographic variables the level of $p < 0.05$.

Keywords: government policies, recruiting, staff nurses

1. Introduction

A government policy is a rule or principle that hopefully better guides decisions, resulting in positive outcomes that enhance the community or unit. Government policies contain the reasons things are to be done in a certain way and why.

Nursing and Health Policy is at the centre of what we do. Ensuring that nurses have a voice in the development and implementation of health policy is fundamental to ensuring these policies are effective and meet the real needs of patients, families and communities around the world.

Statement of the Problem

A study to assess the knowledge on impact of government policies in recruiting staff nurses at SMVMCH, Puducherry.

Objectives:

To assess the knowledge on government policies among staff nurses.

To associate the level of knowledge on impact of government policies in recruiting staff nurses among nurses.

Assumption:

It is assumed that:

There may be adequate knowledge among staff nurses regarding government policies.

2. Methodology

The study involves quantitative research approach and descriptive research design was adopted. The study was

conducted in SMVMCH at puducherry.40 samples were selected for the study.40 samples were selected for the study by using convenient sampling technique.

Description of the tool:

Section A:

This section consists of demographic data such as age, sex, clinical experience, gender, religion, educational qualification, income, experience, residencies, special courses, type of working area, area of hospital.

Section B:

This section consists of structured knowledge questionnaires to assess the knowledge on government policies on recruiting staff nurses.

Score interpretation of the tool:

Table: Frequency of level of knowledge among staff nurses regarding government policies.

Score	Interpretation
0 - 5	Inadequate
5 - 10	Moderate
10 - 15	Adequate

Table 2: Mean and standard deviation of level of knowledge among staff nurses regarding government policies

Level of knowledge	Mean	Standard deviation
Regarding impact of government policies for recruiting staff nurses	8.3	2.4

Table 3: Association of level of knowledge regarding impact of government policies on recruitment among staff nurses

S. No.	Demographic Variables	Level of Knowledge				X ²	df
		Inadequate Knowledge		Moderate Knowledge			
		N	%	N	%		
1	Age (in years)					1.031	3
	20- 25 years	4	13.32	11	36.63		
	26- 30 years	6	19.98	16	53.28		
	31- 35 years	1	3.33	2	6.66		
	More than 35 years	0	0	0	0		
2	Gender					0.812	2
	Male	2	6.66	8	26.64		
	Female	9	29.97	21	69.93		
	Transgender	0	0	0	0		
3.	Educational Qualification					0.339*	3
	Diploma in Nursing	4	13.32	7	23.31		
	Degree in Nursing	7	23.31	20	66.6		
	Post basic Nursing	0	0	2	6.66		
	Minister in Nursing	0	0	0	0		
4.	Religion					2.082	3
	Hindu	6	19.98	23	76.59		
	Muslim	4	13.32	2	6.6		
	Christian	1	3.33	3	9.99		
	Others	0	0	0	0		
5	Marital Status					0.824	3
	Single	9	29.97	20	66.6		
	Married	2	6.66	9	29.97		
	Divorce	0	0	0	0		
	Widow	0	0	0	0		
6	Residency					2.11	1
	Urban	4	13.32	9	29.97		
	Rural	7	23.31	20	66.6		
7	Type of Family					1.46	1
	Nuclear Family	7	23.31	21	69.93		
	Joint Family	4	13.32	8	26.64		
8	Experience in years					0.436*	3
	0-3 years	3	9.99	14	46.62		
	4-6 years	5	16.65	11	36.63		
	7-9 years	1	3.33	5	16.65		
	More than 9 years	1	3.33	0	0		
9	Income					1.98	3
	5000- 7000	1	3.33	2	6.66		
	8000- 12000	5	16.65	15	49.95		
	12000- 14000	4	13.32	10	33.3		
	More than 14000	0	0	3	9.99		
10	Type of Working Areas					2.299	3
	General Ward	5	16.65	18	59.94		
	Critical Care Unit	6	19.98	8	26.64		
	Special Ward	0	0	3	9.99		
11	Special Courses					2.182	3
	Dialysis	1	3.33	0	0		
	Cardiac Thoracic	3	9.99	4	13.32		
	Others	1	3.33	2	6.66		
	None		19.98	23	76.59		
12	Type of Hospital					1.3 873	
	Super Specialty	0	0	0	0		
	Multi Specialty	11	36.63	29	96.57		
	Community Health Centre	0	0	0	0		

3. Results and Recommendations

It reveals that the mean is 8.3 and the standard deviation is 2.4 which is statistically significant. Out of 40 staff nurses 50% of them has moderate knowledge and 28% of them has inadequate knowledge and 11% of them has adequate knowledge regarding impact of government policies on recruitment. The overall result shows that significant and

non - significant relationship with the demographic variables the level of p<0.05.

4. Recommendations

- The study can do at the large number of samples.
- The study can done by using other professionals.

- The study can be implemented at the various states of India.
- The study results showed that there was a significant association for experience in years and educational qualification. So a collaborative study can be conducted to assess the knowledge on government policies among nurses with lesser experience.

5. Conclusions

Therefore, the findings reveals that the level of knowledge on impact of government policies on recruitment is found to be 50% of them has moderate knowledge and 28% of has inadequate knowledge and 11% of them has adequate knowledge regarding impact of government policies on recruitment. The staff nurses had moderate knowledge on impact of government policies on recruitment.

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