

Effects of Training Programs on Improving the Knowledge and Skills of the Nurses in Home Health Care in Riyadh Region, Kingdom of Saudi Arabia 2018

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Abstract: *This research dealt with the problem of challenges facing health workers who work with the bed ridden patient at their homes because Home health care environment differs from hospitals and other institutional environments where nurses work alone in the field with support resources available from a central office and nurses in home health care need more training concerning skills and knowledge about how to deal with patient at home.aiming at studying the effects of training programs on improving knowledge and skills of nurses in Home Health Care in Riyadh Region 2018. This study was being implemented as a quasi-experimental study for pre- and post-intervention on 50 nurses working at home health care in the Riyadh region. Both questionnaire sheets for pre-test and post-test for nurses' knowledge and a checklist of skills were used as data collection tools. After collecting data, they were analysed statistically by using Statistical Packages for Social Sciences Programme (SPSS) to calculate and find the results of the research also used some statistical analyses such as Chi-Square Tests, percent tables, and T-Test. The findings of the study showed that nurses improve their knowledge and skills after attending a training workshop, lecture, and on-the-job training program. The Recommendation include Conducting similar research on a wider scale to determine the impact of training based on a diversity of new teaching and training methods.Continuing training courses for nurses to become more professional and improve their skills and knowledge about home health care. Increasing training sessions on communication skills and patient education, nursing care of patient at end-of-life, insertion and care of urinary catheterization where it was observed that there is no obvious improvement in nursing skills in these three skills.*

1. Introduction

Home Health Care (HHC) is a component of continuum comprehensive health care whereby health services are provided to individuals and families in their places of residence for the purpose of promoting, maintaining or restoring health, or maximizing the level of independence, while minimizing the effects of disability and illness (Balinsky, 2017).

Home Health Care nurses have a wide range of duties and services provided that these duties should include: assessment, diagnosis, planning, implementation, wound care, disease management, therapy, medical social services, patient education and checking medical equipment such as sphygmomanometer, glucometer, medical bed, air mattress and pulse oximetry. In addition to services nurses provide, they should also consult with doctors on the status of the patient and provide feedback on any potential changes that need to be made to the care plan (Stanhope, Marcia,2014).

1.1 Challenges facing Nurses in Home Health Care

Home Health Care environment differs from hospitals and other institutional environments where nurses work alone in the field with support resources available from a central office (Ellenbecker, Samia, Margaret, Cushman and Alster, 2006). The nurse-physician work relationship involves less direct physician contact, and the physician relies to a greater degree on the nurse to make assessments and communicate

findings. (Ellenbecker, Samia, Margaret, Cushman and Alster, 2006).

Certain distinctive characteristics of home health care environment are the high degree of patient autonomy in the home setting, limited oversight of caregivers by professional clinicians, and situational variables unique to each home. (Ellenbecker, Samia, Margaret, Cushman and Alster, 2006).

Due to these challenges, nurses in home health care need more training concerning skills and knowledge about how to deal with patient at home.

1.2 Problem statement

Working with bed ridden patient at their homes is very challenging and health workers can have a significant impact on their patients. lack of knowledge and skills of the nurses working in home health care about some procedures and how to deal with a patient at home and caregiver. No studies have been published that describe the effect of the training program for this staff group in Riyadh region Kingdom of Saudi Arabia.

1.3 Justification of the Research

The researcher have chosen this research topic in order to assess the impact of training program on home health care nurses in Riyadh region, where there are no relevant studies in the research area. Monitoring of skills and knowledge is essential to identify deficiencies and provide background for

the development of HHC programs (Alhelali, McNabb, and Memish, 2016).

1.4 Objectives

1.4.1 General Objective

To study the effects of training programs on improving knowledge and skills of nurses in Home Health Care in Riyadh Region 2018.

1.4.2 Specific Objectives

- To identify the competency needs of the nurses related to home health care.
- To identify deficiencies and needs, as well as providing a background for the development of HHC training programs.
- To design and conduct the HHC training programs.
- To assess the effect of training after attending workshops, lectures and on the job training in improving their knowledge and skills in Home Health Care through assessing the knowledge, attitude and practices scores before and after the training programme.

2. Results

The result of the nurses' knowledge show that nurses improving their knowledge after attending a training program. Also, they show that a remarkable increment in the knowledge especially in two-parts, about the assessment of the patient and the safety of the patient in the home, and slightly increased about chronic and infectious disease.

The result of the skills of the nurses shows that nurses improve their skills after attending a training program.

Also, they showed a remarkable increment in the skills especially in three skills, skills about monitoring temperature, monitoring pulse and monitoring respiration, and slightly increased in three skills, skills about communication skills and patient education, nursing care of patient at end of life and insertion and care of the urinary catheterization.

3. Discussion

According to the findings derived from five parts of knowledge, part one was about geriatric medicine, part two about patient procedures, part three about assessment of the patient, part four about safety of patient in at home while part five discussed chronic and infectious disease, the significance for the comparison of scores for knowledge pre- and post-test is significant $P = (0.000)$.

The result of the five parts of knowledge showed that nurses improve their knowledge after attending training workshops, lectures and on-the-job training.

This result mentioned agreed with Dr. Hala Saied 2017 study and Zahra Khademian 2015 study.

The result of ten skills, showed that skill one about communication and patient education, skill two about

nursing care of patient at end of life, skill three about pain assessment and management, skill four about insertion and care of the naso-gastric tube, skill five about insertion and care of the urinary catheterization, skill six about wound dressing, skill seven about monitoring temperature, skill eight about monitoring pulse, skill nine about monitoring respiration and skill ten about monitoring blood pressure, the significance for the comparison of scores for skills pre- and post-test is significant $P = (0.000)$.

The result of the ten skills, showed that nurses improve their skills after attending training workshops, lectures and on-the-job training

This result mentioned agreed with Mahmud Chaghari, 2017 study, Kyoko Yoshioka-Maeda, 2018 study, Henrik Andersson, 2017 study and Sakineh Gholamzadeh, 2018 study.

4. Conclusion

Training can facilitate occupational tasks and achieve greater mastery of professional skills among nurses.

After attending a training program related to Home Health Care in Riyadh, Saudi Arabia, there was a remarkable increment in knowledge and skills means of the post-questionnaire sheet.

It can be concluded that nurses improving their knowledge and skills after attending a training workshop, lecture and on-the-job training program.

Empowering education is a new model for in-service training of nurses, which matches the training programs with andragogical needs and desirability of learning among the staff.

Findings from this study revealed that professional on-the-job training is an expressed need and expectation for nurses across all career stages.

Ongoing training, education and professional development facilitate a transition to practice for nurses and also help to ensure competency and quality patient care throughout the span of nurses' careers also support career development, fulfill of nurses need for growth and acquiring new skills and knowledge to cope up with future work in home health care.

5. Recommendation

Conducting similar research on a wider scale to determine the impact of training based on a diversity of new teaching and training methods.

Continuing training courses for nurses to become more professional and improve their skills and knowledge about home health care.

Increasing training sessions on knowledge about chronic and infectious diseases because it was observed that there is no

obvious improvement in nursing knowledge in these parts of knowledge.

Increasing training sessions on communication skills and patient education, nursing care of patient at end-of-life, insertion and care of urinary catheterization where it was observed that there is no obvious improvement in nursing skills in these three skills.

There should be a periodic assessment of nursing to disclose the training need for focusing on when conducting the training sessions.

Providing opportunities for diploma holders to study bachelor degree as well as providing opportunities for higher diploma of home health care by Saudi Commission for Health Specialties for holders of bachelor degree of nursing.

Offering qualified trainers to train nurses and allow them an opportunity to study the diploma or master degree in health professional education to learn the new methods of education and training.

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