

# Effectiveness of Competency Based Training (CBT) in Building Performance Capacity of Newly Recruited Staff Nurses

Lovelesh Singh

Lecturer, Bombay Hospital College of Nursing, Indore, Madhya Pradesh, India

**Abstract:** Background of the study: *Gebbie and Merrill define competency as a “combination of knowledge, attitude, and skills demonstrated by the healthcare personnel. Competencies are actions which are visible in the implementation of a task. On the other hand, competencies are applied skills and knowledge that enable people to perform work. Competency-based training is a unique approach to training design that builds and enhances individual competencies in line with previously identified profiles of success. Training is any planned activity to transfer or modify knowledge, skills, and attitude through learning experiences. Nursing personnel may required training for a variety of reasons, including the need to maintain levels of competence and respond to the demands of changing in NABH for newly appointed staff, although supportive supervision and the use of motivational strategies can help sustain performance improvement derived from training. It leads to quality services to patient care.*

**Keywords:** Pre-experimental, Effectiveness, Competency Based Training (CBT), Newly Recruited Staff Nurses.

## 1. Objectives of the Study

- 1) To identify the performance capacity skills regarding quality based nursing services among newly recruited staff nurses working in a selected NABH Accredited hospital at Indore.
- 2) To develop CBT in building performance capacity of Newly Recruited Staff Nurses Working in a Selected NABH Accredited Hospital at Indore.
- 3) To evaluate the effectiveness of CBT in building performance capacity of newly recruited staff nurses working in a selected NABH Accredited Hospital at Indore.

## 2. Hypothesis

**H<sub>1</sub>:** There will be significant differences between pre and post test performance capacity skill score of newly recruited staff nurses working in a selected NABH Accredited Hospital at Indore.

**Research Methodology:** - A pre-experimental study was carried out with 52 samples from Bombay Hospital College of Nursing, Indore; M.P. Purposive sampling technique was used to select the subjects. Newly recruited staff nurses who are working in a selected NABH Accredited hospital were selected as sample and they underwent 21 days CBT programme. Structured questionnaire and ongoing performance evaluation checklist were used to identify the performance capacity skills regarding quality based nursing services among newly recruited staff nurses. Data was analyzed with both descriptive and inferential statistics.

## 3. Result

**Section-I:** Distribution of level of knowledge regarding quality based nursing services among newly recruited staff nurses working in a selected NABH Accredited hospital at Indore.

**Table 1:** Frequency and percentage distribution of pre & post test score

	Frequency	Percentage	Mean	S.D	Frequency
Pre-test (n=52)	Poor (0-15)	32	61.5	22.32	2.93
	Average (16-30)	16	30.7		
	Good (31 and above)	04	7.6		
Post-test (n=52)	Poor (0-15)	05	9.6	32	3.30
	Average (16-30)	30	57.6		
	Good (31 and above)	17	32.6		

**Section II:** Effectiveness of CBT in building performance capacity of newly recruited staff nurses working in a selected NABH Accredited Hospital at Indore.

**Table 1.3:** Comparison of pre-test & post-test score, (N=52)

Pre-test		Post-test		Mean difference	Paired 't' Value
Mean	SD	Mean	SD		
22.32	2.93	32	3.2	9.68	29.51 S*

**T<sub>51</sub>=2.007, S\*= Significant, \* p < 0.05 level,**

Table-1.3 indicated overall pre-test & post-test mean scores regarding quality based nursing services. The mean post-test score 32 is more than mean pre-test score of 22.32. The data indicated that post-test scores were significantly more than pretest score in paired t- test (t = 29.51\*\*\* at p<0.005 level). **H<sub>1</sub>** is accepted.

## 4. Conclusion

Competency-based training is an approach to enhance nursing skills of newly recruited staff nurses. This training enhances quality nursing care to patient. The present study has achieved all the objectives, supportive finding of various research are helpful in making generalization to some extent.

## References

- [1] Ocker B, Pawlik-Plank D. The research nurse role in a clinic based oncology research setting. *Cancer Nurs.* 2000;23(4):286–92. doi: 10.1097/00002820-200008000-00005.
- [2] Cheson B. Clinical Trial Programs. *Semin Oncol Nurs.* 1991;7(4):235–42. doi: 10.1016/0749-2081(91)90061-S.
- [3] Di Gulio P, Arrigo C, Gall H, Molin C, Nieweg R, Strohbuker B. Expanding the role of the nurse in clinical trials: the nursing summaries. *Cancer Nurs.* 1996;19(5):343–7. doi: 10.1097/00002820-199610000-00002.
- [4] Melink T, Whitacre M. Planning and implementing clinical trials. *Semin Oncol Nurs.* 1991;7(4):243–51. doi: 10.1016/0749-2081(91)90062-T.
- [5] Johansen M, Mayer D, Hoover H. Obstacles to implementing cancer clinical trials. *Semin Oncol Nurs.* 1991;7(4):260–7. doi: 10.1016/0749-2081(91)90064-V.
- [6] Guy J. Cancer clinical trials. New challenges for nurses in clinical trials. *Semin Oncol Nurs.* 1991;7(4):297–303. doi: 10.1016/0749-2081(91)90069-2.