

# MENTORING AS AN IMPORTANT PART OF INTEGRATION DIALYSIS NURSE INTO CLINICAL PRACTICE

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## INTRODUCTION

One of the priorities of every functioning organization is the hiring and subsequent stabilization of the newly-hired staff [4]. This is mainly based on a well designed adaptation process. The adaptation involves the introduction of the new staff to the organization to ensure their gradual integration in the working as well as social environment [3]. The appropriate course of the adaptation process is the responsibility of a mentor, who provides assistance and support for the new staff in the process of adaptation to the organization of the work and conditions of the particular medical facility [4].

## WHAT IS THE MENTOR'S ROLE IN THE ADAPTATION PROCESS?

The mentor provides efficient, targeted training for new employees. He/she provides advice and guidance in self-education. The mentor's personality must be carefully selected. It is necessary for him/her to have professional knowledge which he/she will be able to pass on efficiently. The professional aspect should be enhanced by the human qualities that lend this person respect within the team [4].

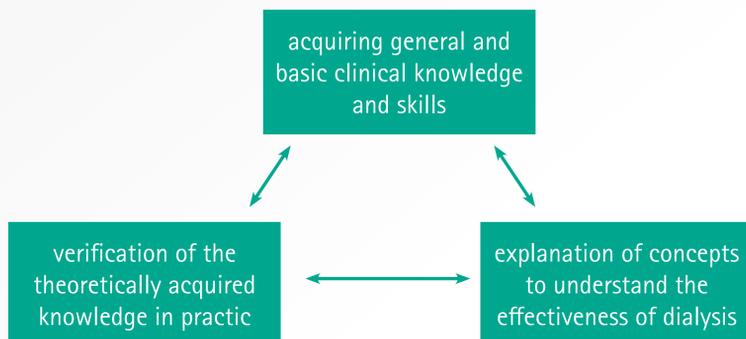
Figure 1: Role of the mentor in the adaptation process (Zitková, 2015)



## PHASES OF THE ADAPTATION PROCESS AT B. BRAUN AVITUM

B. Braun Avitum dialysis centres have a unified process of adaptation. The aim is for the new employee to receive basic information about the processes performed at the dialysis centre within three months, and after that he/she is able to work independently. Despite this effort, a mentor is always available to the new employee, whom he/she can turn to at any time. All phases intertwine and overlap each other.

Figure 2: Phases of the adaptation process at DC B. Braun Avitum



## OBJECTIVE, RESEARCH QUESTIONS

### RESEARCH OBJECTIVE

Describe the successful integration of new employees into clinical practice and their rapid adaptation to the role of a competent nurse.

### RESEARCH QUESTION

How do new employees subjectively assess the progress of the adaptation process?

## METHODS

The pilot research deals with the satisfaction of newly-hired staff at dialysis centres with the level and progress of the adaptation process.

### USED METHODS

For the time being, 6 interviews have been conducted within this research. Three of them were with staff hired by the dialysis centre. Three others with staff who were hired by the intensive care facility.

## RESULTS

We found that the staff hired for our dialysis centres is more satisfied with the course of the adaptation process that has clearly defined rules compared to the staff hired by other healthcare facilities, where the adaptation process is not precisely defined.

## CONCLUSION

The adaptation process plays an important role in the proper integration of a new member into the work team. A well-managed adaptation process will provide the new staff with a solid foundation for further practice. Nurses first starting at a new job often suffer from anxiety, insecurity and fear. The period of the adaptation process properly managed by an experienced mentor helps to eliminate these feelings. A properly and clearly defined adaptation process is a basic prerequisite for hiring high-quality and competent nurses.

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