

INTRODUCTION

Hemodialysis units are one of the crucial components of healthcare services. Such units that provide services to acute and chronic patient group have specific devices and medical materials, which are used in treatment and require competence, and they are specialized units that perform medical treatments to enhance the life qualities of patients while prolong the life expectancy. Within this framework, trainings and training activities become vital within continuous learning processes.

AIM

The main hypothesis in this study is to identify the views and expectations of hemodialysis nurses and dialysis technicians regarding the quantity and quality of in-service trainings as well as their training need and to give an idea for future training policies and planning.

METHODS

This research was conducted as descriptive. Homogenous sampling method, one of purposive sampling methods, was used for this study. The study is comprised of; Hemodialysis nurses and dialysis technicians working at hemodialysis centers, voluntary participants. Demographical characteristics and literature in addition to a questionnaire form over experiences were utilized for the data collection process.

The questionnaire form, which was developed by the researcher through benefiting from the updated literature information, have 9 questions regarding socio-demographical data, 7 questions regarding training activities and experiences, 4 questions regarding off-the-job training experiences, 6 questions regarding training opportunities and expectations and finally 1 question where the participant is asked about training needs.

The questionnaire was sent to voluntary hemodialysis nurses and dialysis technicians, who agreed to participate the study, across Turkey via e-mail and collected back through post and/or e-mail (July-August 2017).

The descriptive statistics of study (frequency %) was conducted with SPSS 24.00 software.

RESULTS

In this study, 290 voluntary participants across Turkey filled the questionnaire while 11 questionnaires were disqualified; consequently 279 questionnaires were analyzed accordingly. Pursuant to the outcome of this study Among the participants, 97% noted that there are in-service trainings in their organizations; 95% find such trainings as necessary. Significant and conspicuously survey findings are indicated in the figures below.

Figure 1 - Why is training needed?

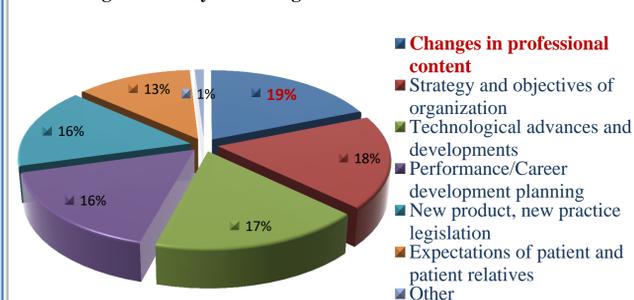


Figure 2 - What should be the frequency of trainings?

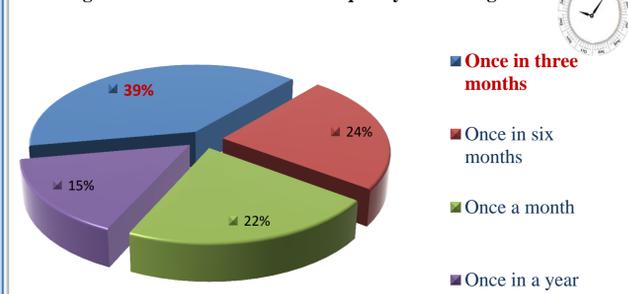


Figure 3 - What should be the instructional techniques for the efficiency of trainings?

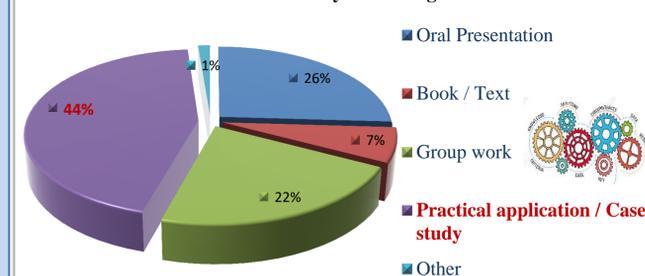


Figure 4 - Why do you want to attend to any training activities out of your organisation?

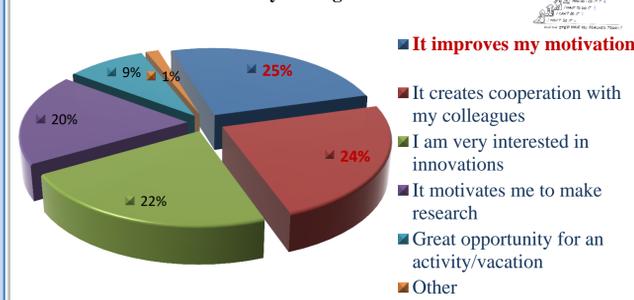


Figure 5 - Why don't you want to attend to any training activities outside of your organization?

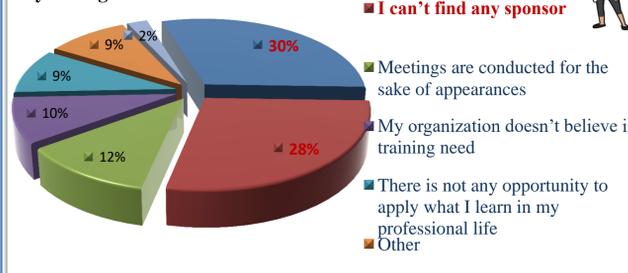


Figure 6 - What are the challenges in applying the trainings?

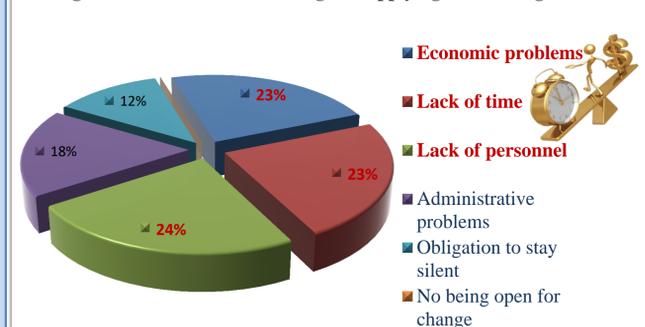
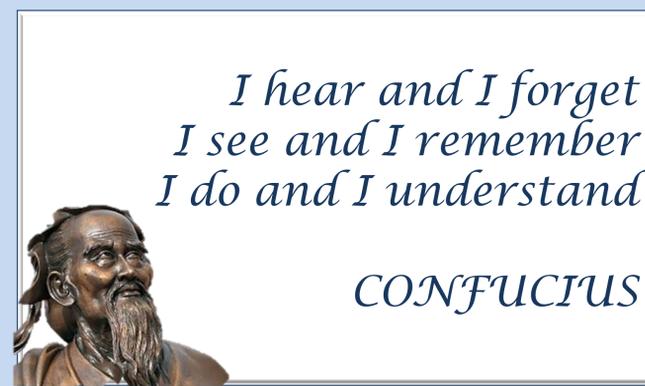
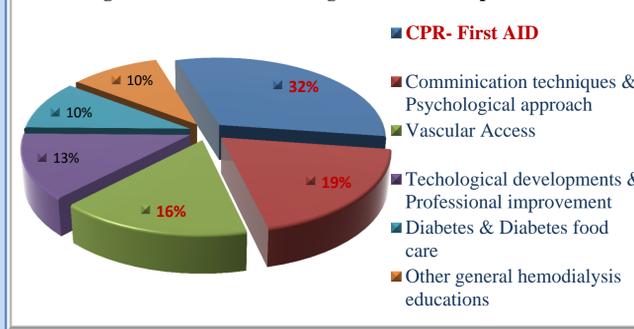


Figure 7 - Individual Training Needs of Participants



CONCLUSION / APPLICATION TO PRACTICE

This descriptive study identified that there is a need for in-service trainings; the participation is voluntary; and the trainings should be conducted in specific periods for continuity. However; pursuant to the study, the content of training should be in accordance with the training needs of healthcare personnel. There is a financial difficulty for the out-of-institution trainings. The training opportunities are a significant element in ensuring the motivation of personnel.

The results of the study were shared with the all participating institutions. The action plan was taken for our institution employees. First Aid and CPR trainings were provided quickly. Vascular access and communication techniques trainings were given in our Annual Medical Meeting. Clinic mentor nurses were participated to diabetes and diabetic foot care course, and they trained our nurses and technicians. Lastly, it is organized Patient Education Meeting for the patients and patient's relatives and we included them in the training process.

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