

青年護理菁英計畫性培訓模式 之成效探討

護理部 | 明金蓮主任、陳淑芬副主任、李淑瓊督導長、黃秀芬副護理長、
李幸蓉副護理長、陳尹甄護理師、林靜薇護理長、林純如副護理長

摘要

世界衛生組織 (World Health Organization , WHO) 指定2020年為「國際護理助產年」，適逢南丁格爾女士200歲冥誕，國際護理學會Nursing Now特別展開「Nightingale Challenge」活動，其目的為協助培育下一個世代護理師，使其有能力成為醫療照護領域的領導者、執業者和倡議者，同時展現護理專業是能激勵人心、提供社會貢獻的職業。因此本專案研究目的為設計系統化領導職能培訓計畫以提升青年護理菁英的領導職能，採類實驗研究設計，以立意取樣選取臺北市某醫學中心臨床護理人員34人，接受八個月的系統化培訓課程，並於課程介入前、後以及課程結束後3個月時，以問卷調查方式進行學習成效資料收集分析，以GEE (generalized estimating equations) 模式進行統計分析。

研究結果34人全程參與訓練課程，後測有2位受試者因請病假流失，共32人完成所有的追蹤。在人口學變項與領導職能無顯著差異，訓練課程介入後學員第一次自評，其管理職能與團隊認知的得分皆有顯著提升，且主管及同儕回饋青年護理菁英其管理職能與團隊行為的得分也較介入前增加，皆達統計上顯著差異；而課程結束後3個月的追蹤，學員自評其管理職能的得分顯著高於介入前的分數，在團隊認知得分則較學習前略為下降，但無統計上顯著差異，另主管及同儕評核其管理職能、團隊行為皆較介入後第一次追蹤得分略為下降，但仍優於介入前得分。藉由系統性菁英培訓課程介入，對培訓者領導職能之正向影響，可做為未來人才培訓之依據，讓青年護理菁英能在現今多變的醫療環境下，勇於面臨挑戰，強化各項領導職能，展現護理專業的能見度。

關鍵詞：菁英培育、領導、管理

青年護理菁英計畫性培訓模式 之成效探討

護理部 | 明金蓮主任、陳淑芬副主任、李淑瓊督導長、黃秀芬副護理長、
李幸蓉副護理長、陳尹甄護理師、林靜薇護理長、林純如副護理長

Abstract

The World Health Organization (WHO) has designated 2020 as the International Year of Nursing and Midwifery, and on the occasion of Ms. Nightingale's 200th birthday, Nursing Now is launching the Nightingale Challenge, which aims to help nurture the next generation of The goal is to help prepare the next generation of nurses to become leaders, practitioners, and advocates in the health care field and to demonstrate that the nursing profession is an inspiring and socially productive one. Therefore, the purpose of this project was to design a systematic leadership training program to enhance the leadership functions of young nursing professionals. The GEE (generalized estimating equations) model was used for statistical analysis.

The results of the study showed that 34 participants attended the entire training program and 2 participants were lost due to sick leave during the tracking process. 32 participants completed the tracking. There was no significant difference in the demographic variables and leadership functions, and the first self-assessment of the trainees after the training program showed a significant increase in the scores of management functions and team awareness. At the 3-month follow-up after the program, the participants' self-assessed scores on management functions were significantly higher than their pre-intervention scores, while their scores on team awareness were slightly lower than their pre-intervention scores, but there were no statistically significant differences. The positive impact of the systematic elite training program on the leadership functions of the trainers can be used as a basis for future talent training, so that young nursing elites can face challenges, strengthen their leadership functions, and demonstrate the visibility of the nursing profession in today's

Keywords: Nursing Nightingale Challenge、Leadership、Management