Self-perceived competence-based training needs of registered nurses working in United Christian Hospital: A cross-sectional exploratory study
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Introduction
An increasing demand for quality of clinical service and safety of clinical procedures in hospitals has become a burden to healthcare staff. Allocation of resources specifically for training is always not adequate to fulfill the nurses' actual needs. Nurse planner is responsible to work out strategies for improving the nurse' competency and work performance as long as an increasing demand for quality of clinical service and safety of clinical procedures in hospitals.

Objectives
To explore self-perceived 1) competency level, 2) training needs of registered nurse towards three domains: personal growth, professional development and services development, 3) training needs perceived from their supervisors, and 4) formulate a competency-based professional development and training framework in UCH.

Methodology
A focus group was established to provide strategies and identify areas to be explored. A self-administered questionnaire that was validated using a content validity scale was developed. The study used a cross-sectional survey design to collect data from 3 to 23 August 2015. Descriptive data analysis was used for nominal variables and ordinal variables that were expressed in means and standard deviations reported for continuous variables, frequencies and per cents reported for categorical variables. The t-test was used for evaluating the difference of self-perceived performance and training needs in terms of year of experience with less than 5 from equal to or more than 5. A correlation statistical test was used to determine any association on competency and training needs. A Chi-square test was used to compare two groups
when data were categorized.

Result
The response rate of the study was 82.4%. The mean of functional, personal, people & team and organizational effectiveness competency were 2.62, 2.63, 2.49 and 2.48 respectively. The mean of training needs under functional, people & team, personal and organizational effectiveness competency were 6.65, 6.62, 6.23 and 5.95 respectively. Nurses with less self-perceived competency required a higher training needs on care management (r=−0.9, p=0.008). A professional development and training framework based on competency for registered nurse was developed. This study sheds light on the strength and direction of training needs and the significantly correlated perspective from senior level managers and RNs.