

ABSTRACT

AN EVALUATIVE STUDY OF THE ON-THE-JOB PERFORMANCE OF THE FIRST GRADUATES OF THE REFORMED BASIC GENERAL NURSING EDUCATION PROGRAMME IN TRINIDAD AND TOBAGO 1990-1993.

by

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This study was conducted to determine whether graduates (male and female, 18-26 years) of the first cohort of the reformed Basic General Nursing Education Programme demonstrated proficiency in providing quality nursing care to patients. 30% (10) were sampled from each hospital (Port of Spain and San Fernando General), where they are employed.

Stufflebeam's CIPP model (1971), and Parlett and Hamilton's illuminative model (1976) formed the theoretical framework for this study. Data collection procedures included: survey of records, questionnaires, interviews, unobtrusive observation and focused group discussions. Data included: features of the programme related to criteria of a curriculum package, influence of the concept and process of change

on the reform, and observed performance of graduates in the patient care setting.

Findings: Overall results, graduates Learning Centre North - 30% high proficiency and 70% proficiency performance level. Learning Centre South - 20% high proficiency, and 80% proficiency level of performance in providing nursing care, communicating clearly and effectively and assuming leadership and managerial roles. Proficiency was demonstrated despite such inhibiting factors as overcrowding and shortage of equipment and supplies. The ability to demonstrate proficiency despite these shortcomings suggest utilization of critical thinking skills, which enable graduates to cope with negative factors in the environment. Nevertheless, these factors need to be addressed so as to facilitate the provision of quality patient care.

My friends, who assisted in typing the manuscript through its various stages and the members of my family for their support, I say thank you. Finally, to all those who I might not have mentioned, please accept my sincere thanks.