Research Article

ENHANCING NURSING SKILLS THROUGH E-LEARNING

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A R T I C L E   I N F O

A B S T R A C T

Digital revolution is part of everyday life today, it has changed the learning process of younger and older generation. All of us are associated with technological progress for more comfortable life, e-learning is no exception. Learning and development   is a function imparted to Registered nurses (RN)to help them to adopt to the working environment, it is an integral   part of any organizational activity to enhance the working performance of the individuals and groups in an organizational setting. It's an educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge   to enhance the performance of the employees. It is a systematic and organized plan in a nut shell to help the employee to get attuned to the organization's culture   and also to the people who they are going to work with. A systematic approach of e-learning to enhance learning process of each individual and ensure best out comes in hospital setup.

INTRODUCTION

Apollo's training has been framed with a view to equip the nurses to independently handle any emergency situation and to bring health care of International standards within the reach of every individual.   Through e-learning we have proficient nurses deployed in different units where they can individually try to solve all professional issues. They are technologically trained and now have improved their nursing skills to be a perfect professional nurse.

IAH (Indraprastha Apollo Hospital) New Delhi   is the first hospital in India to be JCI (Joint Commission International) accredited consecutively for five times. It is one of the best multi-specialty tertiary acute care hospitals with over 750 beds in India. Our aim is to enhance Learning /Education/Training to support our staff and ensure holistic nursing care to all the patients under their care. It will guarantee staff satisfaction and patient safety at all time as hospital functions 24x7.

Objectives: The key motto of conducting this project was to enhance nursing skills through learning and to trans form skills into perfection. In order to enhance this, an e-module on LAN [Local Area Net] has been created which has Nursing SOPs [Standard Operating Policy], Drug pharmacology, critical laboratory values, approved symbols to be used in patients' documents and clinical pathways

Methodology / Implementation/Outcomes

LAN is easily accessible in all the units and any staff can use it as ready reckoner at any time.

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An exploratory approach and semi- experimental research design was used in the study. The study was conducted in December 2017 on twenty-five Charge Nurses working in different clinical units of Indraprastha Apollo Hospitals Delhi, who were selected by simple random sampling method. It used self- administered questionnaire which contained five questions to assess the effectiveness of the e- module.

Figure 1-4 depict the background information of the Charge Nurses. Majority of Charge Nurses were between age group 31-35 years (13; 52%), had done graduation in Nursing (15; 60%), had work experience of 7-10 years (13; 52%) and were posted in ICU/ HDU (15; 60%).

Figure 5-9 shows that the e-learning module has been an effective tool for their day to day reference and learning.

Besides being environment friendly, it saves time, manpower involvement to physically check files and folders, cost effective as stationary like paper and printing cost as are saved and we can maintain number of version on a single document to contain different updatesand staff were very confident that the professional world is at the click of a mouse.

As a part of daily reinforcement one Disease condition [CLINICAL CONFERENCE]/SOP is being sent as email to ensure uniform learning of all the R/N

DISCUSSION AND CONCLUSION

E-learning has a positive effect on knowledge of employees in the organization, and delivering an effective e-learning training program to all employees in the company should be its first priority. The main purpose of E-learning is to integrate all employees in the organization and make them understand the

systems and standardize procedures followed by the organization. E-learning helps all employees to quickly refer to policy/protocol in the work environment, and gives them a sense of job satisfaction. Our organization has achieved its goals by the meticulous planning and introducing e-learning to our staffs. A good e-learning program facilitates seamless integration of all the staff, enabling them to contribute to the organization effectively.
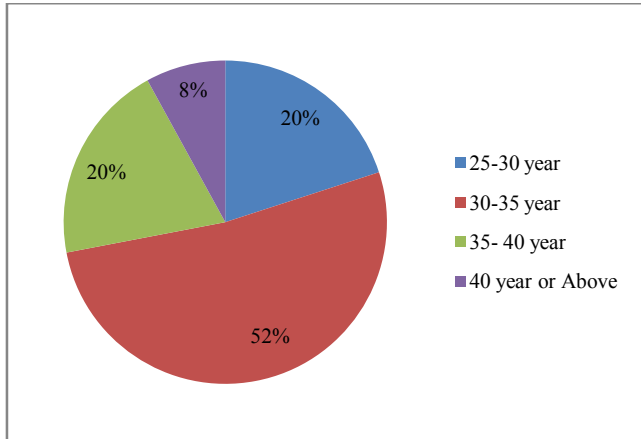

Figure 1 Age-wise Percentage Distribution of Charge Nurses
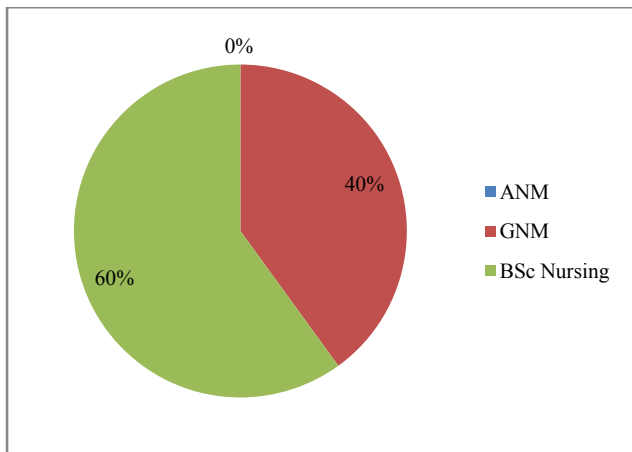
Figure 2 Percentage Distribution of Charge Nurses as per their Education
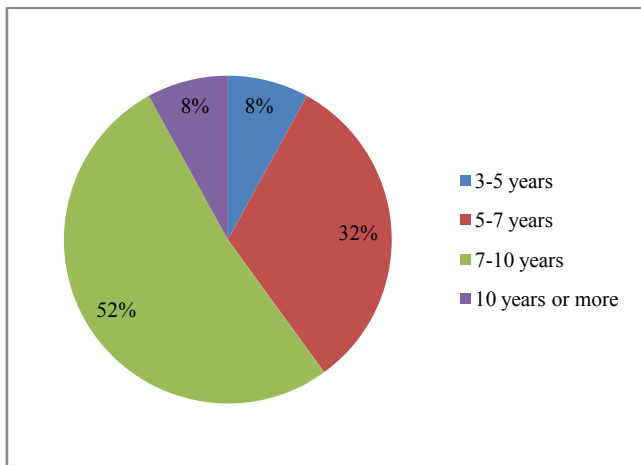
Figure 3 Percentage Distribution of Charge Nurses according to their work experience
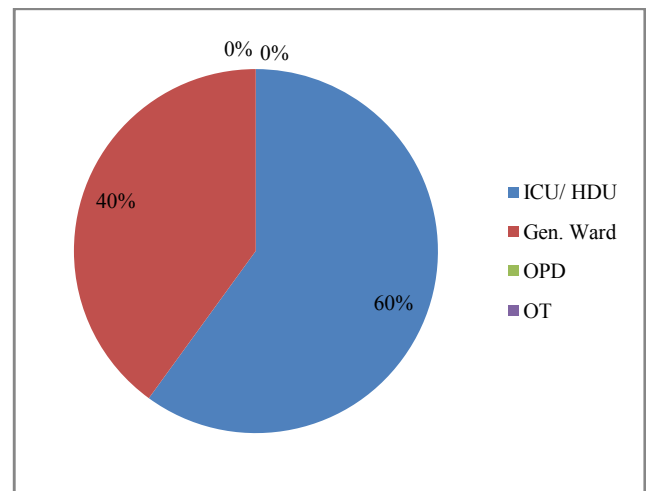
Figure 4 Percentage Distribution of Charge Nurses as per their clinical area of posting
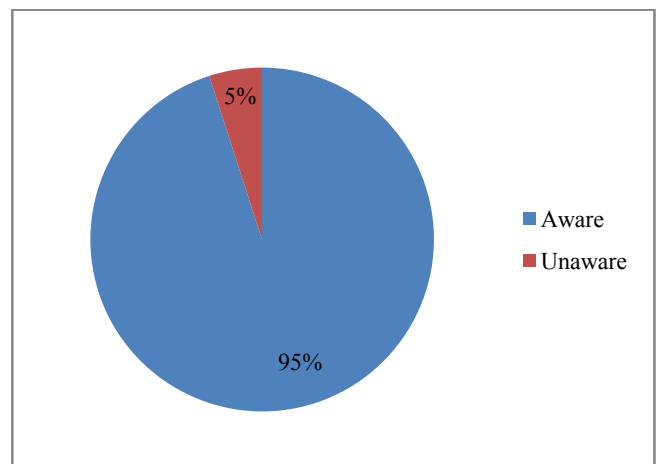

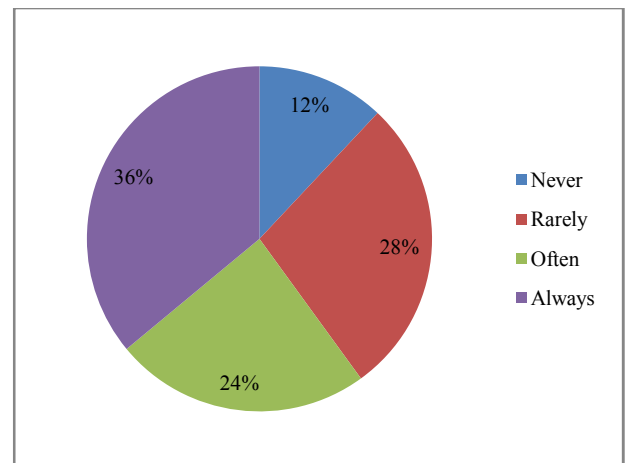**Figure 5** Awareness of Charge Nurses about Content of e-Module

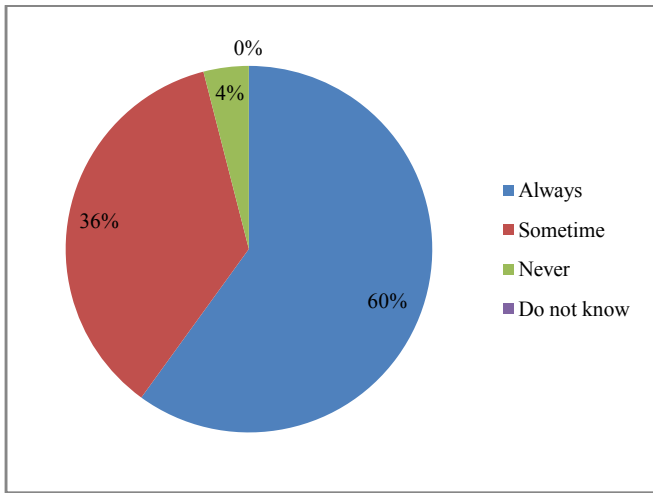**Figure 6** Frequency of e- Module Usage among Charge Nurses

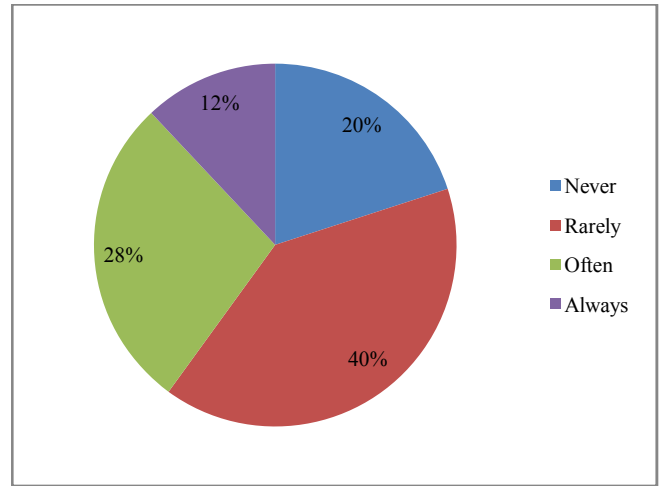**Figure 7** Perception of Charge Nurses about effectiveness of e-Module

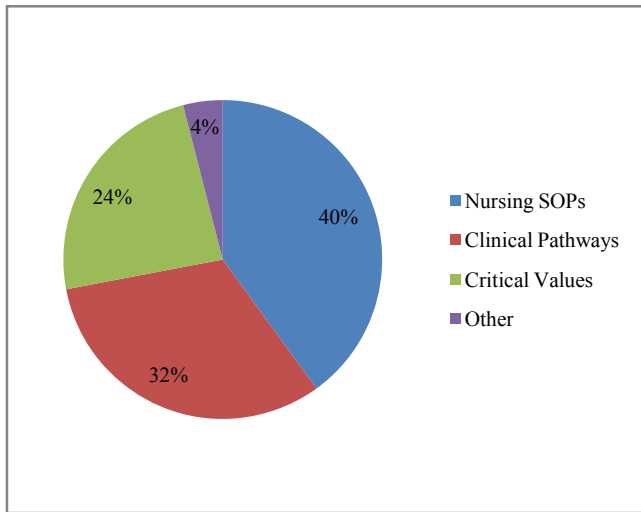**Figure 9** Difficulty faced by Charge Nurses in using e- Module

Reference

LAN [local area network] MedManthra is the software we use in Apollo Delhi

Figure 8 Purpose of e-Module reference

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