To the Editor:

As a registered nurse in an emergency department, I was interested in reading your research “Evaluation of Work Stress, Turnover Intention, Work Experience, and Satisfaction With Preceptors of New Graduate Nurses Using a 10-Minute Preceptor Model” (Hue et al., 2015), which was published in the June 2015 issue of The Journal of Continuing Education in Nursing. The research compared the traditional preceptor model to a newly discovered 10-minute preceptor model and compared the short-term effects of both models on nurses’ longevity at the workplace.

As a preceptor of new graduate nurses, I use the traditional preceptor model but have concerns with the quality of training and long-term outcomes of that model. I am actively trying new ways to improve new graduate nurses’ experience during training.

I am also responding to this article because, as most hospitals in the United States are, my organization is struggling with high turnover rates, low job satisfaction, and high stress.

Given that every nurse who is actively working in the nursing field has completed some type of orientation training, I feel that the article by Hu et al. (2015) is relatable to any nurse, regardless of his or her specialty. As a preceptor, I always reflect on my personal experiences as a new graduate and attempt
to use those experiences to better my current preceptor disposition. I strongly support research on the subject of job satisfaction, turnover, and burnout. According to Dixon (2006), a well-structured preceptor program includes financial restraints due to the need to train highly skilled nurses as a preceptor, as well as to spend at least 3 months training a new graduate nurse. Also, the implementation of new processes into preceptor programs requires financial support, which is not possible for most organizations (Dixon, 2006).

It is fairly easy for preceptors, like myself, to implement the 10-minute preceptor model into practice if it costs no money; however, I would be interested to observe the long-term effects of a 10-minute preceptor model on nurses’ work experience, stress level, and overall turnover, compared with other interventions. I was pleased to read a research article that not only considers cost-saving measures but also includes insight on the retention of graduate nurses and their overall satisfaction during the training process.

REFERENCES

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