

# IMPACT OF UP SKILLING ON MENTORSHIP - A MINIATURE STUDY

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## ABSTRACT

### Back ground of the Study:-

Mentoring is a vital process in nursing , it is a means for experienced nurses to orient and facilitate acclimation of novice nurses to their new role , this process involves the art and science of guiding another through the purposeful actions of inspiring , coaching , teaching , directing and leading an individual to a new place of cognition ( Barker , 2006: Metcalfe, 2010) .

Mentors are expected to fulfill not only professional or developmental needs of mentees but also the institutional expectations (Randall & Thornton 2001). Each institution has its own mission, vision and culture which the newly recruited staff is expected to talk into consideration, the mentoring process is special opportunity accomplish its aim, thus mentors are the agents who are responsible for bridging the organization and mentees as newly employed this requires for the mentors to pay technical assessment roles and personal developmental roles besides the ones stated above, mentoring fosters a more developed culture of professional development and support within participating schools <sup>1</sup>

### Problem statement:- IMPACT OF UPSKILLING ON MENTORSHIP

### Objectives:-

1. To assess the impact of up skilling among nursing faculty

**Key words:** - Mentorship, Up skilling, Apprenticeship,

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## INTRODUCTION

***“A MENTOR IS SOMEONE WHO SEES MORE TALENT AND ABILITY WITHIN YOU, THAN YOU SEE IN YOURSELF, AND HELPS BRING IT OUT OF YOU.”***  
**— BOB PROCTOR**

The term mentor has Greek origins and means “wise and trusted teacher “. According to Daresh (2003) mentor s a person who is ready and willing to pass down wisdom and provide all of the answers to those who are welcomes.

Mentoring is important part of teacher education (Akcamete, Aslant & Dincer 2010) and all mentoring processes should include four basic components like supervision / observation , apprenticeship, competence and reflection they provide a successful mentoring (Flesch 2005)<sup>2</sup>

## NEED FOR THE STUDY

Mentoring is especially useful in helping orient new nurses in the healthcare world, improve their self-confidence, understand moral and ethical issues and develop real-world skills not covered in nursing schools and colleges

Mentoring helps more experienced nurse's move into leadership positions and shift the focus of their careers.

Mentoring System through which a group of students are assigned to a group of faculty members at the commencement of their academic program.<sup>3</sup>

### **Role of Mentors**

- 1) Mentors will help the students to understand the challenges and opportunities present in the college and develop a smooth transition to campus life.
- 2) Mentors will counsel academically backward students and to play an important role in helping troubled students cope with academic, extra-academic and personal problems.
- 3) At the end of each academic session the mentors will submit a brief summary on the status of his mentoring group to the team of core mentoring committee.

As Mentoring is a vital process in nursing; it is a means for experienced nurses to orient and to facilitate acclimation of novice nurses to their new role. This process involves the art and science of guiding another through the purposeful actions of inspiring, coaching, teaching, directing, and leading an individual to a new place of cognition (Barker, 2006; Metcalfe, 2010).<sup>4</sup>

And also the mentor-mentee is a creative partnership based on trust and respect. Both parties share the responsibility for this success. Mentors are expected to role model as leaders while sustaining a professional relationship with the student (Anderson, 2011).

Through this study the researcher tries to educate the selected sample through the teacher development program regarding the benefits and roles of a mentor

The main objective of this mentoring system is to provide a reliable and comprehensive support system, to motivate students to excel in both academic and non-academic fields and to make the most of their life at the college. The mentoring system at every college ensures that the students adapt to the dynamic learning environment and lead their ways into highly successful careers.<sup>5</sup>

## **MATERIAL AND METHODS**

### **Research approach:-**

In the present study an evaluative approach was used to assess the impact of up skilling on mentorship among nursing faculty

### **Research design:-**

The research design is concerned with the overall frame work for conducting the Study. A pre experimental one group pre test and post test design will be adopted for the present study.

### **Setting**

Based on the setting and availability of the sample, the present study was conducted at selected nursing colleges, Delhi, NCR.

### **Population**

Population is the entire aggregation of cases that meet a designed set of criteria Polit and Hungler (1999).

The population in this study is termed as accessible population.

### Sample Size

The sample size of the present study consists of 25 nursing faculty working at selected, nursing colleges, Delhi, NCR

### Sampling Technique

Non Probability Convenient sampling technique will be adopted for the present study.

### Findings & Results:-

Over all pre test score	Over all post test score
34.1%	92.5%

**FIG 1 : COMPARISON BETWEEN PRE TEST AND POST TEST SCORE**

For the present study attempted to assess the impact of up skilling on mentorship among nursing faculty twenty five subjects were selected by using non probability convenient sampling technique. All the selected subjects were requested to assemble in a class room as per the availability then the investigator given self introduction explained the purpose of data collection and the subject's willingness to participate in the study was ascertained.

Structured knowledge questionnaire was administered to twenty five subjects with the required information on (pre test). The knowledge on mentorship was given on the same day after pre test. And post test was conducted by using the same structured knowledge questionnaire. The collected data was analyzed by using descriptive and inferential statistics. The significance of difference between the pre test and post test was found by paired 't' test. The obtained 't' value 3.420 is greater than the table value 2.064 and found to be highly significant at the level of  $p < 0.01$ .

### Conclusion:-

The present study had concluded that most of the nursing faculty were not having sufficient knowledge on mentorship It is inferred that the up skilling was effective in improving the knowledge among nursing faculty on "Mentorship In Nursing".

**Conflict of Interest:** There is no conflict.

**Source of Funding:** Self

**Ethical clearance:-** Ethical clearance has taken from Institutional ethical committee.

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