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Nurse managers' perspectives on nurses' performance in mentorship program (Article)

Thandar Aung, K. [✉](#), Ain Binti Jamal, N.Q. [👤](#)

Kulliyah of Nursing, International Islamic University Malaysia, Kuala Lumpur, Selangor, Malaysia

Abstract

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Objective: The aim of this study was to explore the nurse managers' perspectives on nurses' performance in a mentorship program. **Method:** A cross-sectional survey was conducted on 51 nurse managers in Hospital Tengku Ampuan Afzan (HTAA), Kuantan, Pahang, by using modified and self-developed questionnaire with the Cronbach's alpha value 0.994. The data were analyzed by using descriptive statistics such as central tendency, frequency and percentage. **Results:** The gender of respondents was predominantly female (100%). The mean age is 45.41 (SD ± 4.51). In terms of level of education, the majority of the respondents (76.5%) were having a diploma. The majority has been in practice as a staff nurse between 11 to 20 years, and most of them have been practicing as nurse managers for about five years and less. Meanwhile, results showed that the nurse managers had positive perceptions upon newly graduated nurses' performance in the mentorship program, concerning on their effective communication, professional development and creative thinking. **Conclusions:** It is vital to identify the effectiveness of the mentorship program among nurses; hence, it enhances job satisfaction among new nurses. © 2018 Elsevier España, S.L.U.

Author keywords

[Mentorship](#) [Newly graduated nurse](#) [Nurse managers' perspectives](#)

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