

SUCCESSFUL TRANSITION of new graduate registered nurses (NGRNs) into practice is crucial. The demands on the new nurse are increasing as the patient population is presenting with

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6 5! H@! HG .9GJR4&7G)!G
@BK.HB@0 GJ H@K PG @53@
! G! @9

Literature Review

) +! G)! @G @G 1PG +@ H
1 G! +@ H@KH30!B3% G@*
(@0 B@H1H31FK@3M @% B
+B@)! G 3B@: K! 1HPGKB G3KH
30!9G 3B@K +B3% G@53@
HK@3M @! @ B B@)!1G! @GEG
EK553@M G G@(@0 G@ B
6 1! @31 G +@G G 3! @ JR4JC
33! GP11 G .@PG! 1 B) G
K@PGR4! G5! H@HG.9GR4&C
. @) G! HG .9GJR4R7G G@! 1H
G G @HK PG@K1
1GM @..GJ*0 31H) GK@3M @@H
3%G4D8 G6 5! H@! HG .9GJR4&7G
K@! @G3N! @K@3M @@HB@ M
!!1@53@ G @N3G H31 .G
5@(@0 BGN+) G) MG !!1G+1
5. !G%G0 3@GH) 1G4RGP! @
6 33 !G HG.9GR4! G .@) G HG.9
JR4R7G .@) G 1 G 3..! (K! B
6JR4R7G@53@ G 1G3M @..G4J*
0 31H) GHK@3M @@HG3%GD@8
6N+) G @55! G3G98 G% @!
%@) G 3) @3% BG PGN+))
H0! G)! G@(@0 GN B3K..PG4H)*
(@H) G! H@! G@ 1+Q H317G30 *
5 @ GGGD8 GJ*0 31H) GK@3M @
5 @ @H3G+0 5.!0! 1HH31G3%G!
G5@(@0 G 33 !G 1 G 3*
KH) 3@GR4! 7@K1 G@ + @@G
BK.HBGN+) G4J*0 31H) GHK@3M @
! @ B@!(G@0 GJ8 G4G)! G @P
P! @3%G@(@0 G0 5.!0! 1HH31
H@G98 G4G H! @! @
3M! @G @N! @G H) +G 1
K1GR4! 7@53@ G HG@0 G
1 H31 ..PG@5@B 1HHM GB 0 5.!
3%G!N.PG+!1B @(+H) @ GK@*
!BG K@!(G)!G!(+1+1(GP! @3%
H!+@ @! @G)!G@B @)! @
%K1 G 55@O@ H.PG4D@8 G3%
1!N.PG.+!1B G BG! MGH!+@
%@GK@!(G3 GN+) +G)! G@H
P! @ 1 G 55@O@ H.PG! @8
.! M@H) +G@! @G
+H31 ..PG@B @)! @3K1
G@. H31B) +5G!HN!!1GHK@3M @
1 G H!1H@ %HPGKH30!BG !
@ G G @ GR4RCG K%!
3)! G ? @1* .. BG G H4(*
K.. GR2G 5! H@HG.9GR4&



3B63%G)!G@ HK@ G@B+ !1 P
1 G 1G +H31 .G" GN!!- BG3%
G. @G J" F) 3K@G@0 G4R
N!!- BG4 G)!G@ +H31 .G@ 1H*
H31G3G" N!!- BG4 G)!G@ +1 P9
1G +H31 G)!@G BG@ ,3@3BH
B M4(BG+1G 31H@ HG. 3@KB(!
%@0 G5@*@B+ !1 PG3G5B4@B*
!1 P@N+) G1GB+0 H GB M4(B
3%K5G3G1!D@ +.-319
)!G@BK.HG3%G)!G K@1H
BK PG 1G5@M+!G1K@G! !@
N+) G +H31 .G!M+ !1 !G 31
!0 31B@H4(G 1G GN)!1
+0 5!0 !1H(GG 5@(@0 9G)!
G%G)!G 5@(@0 G4 G) +B
BK P@ BG!H@ +! GPG30 5 @
+1(G)!G3B@G% GK@3M @H
) 3B5+H.BG! HG + G3HG MGG@ *
HK@ G5@(@0 G%G@H)!+@
31 3 @+1(G (+1B@H)!G 3B63%
GK@3M @HG3B5+H.BN+) G
5@(@0 9G

! 4\$+1)+BN BG G 30 5 @
B31GBK PGKB4(G G@1 30 +Q
31H@.! G0 K.HBHG !B(19G !G
H+BG31G)!G0 !H) 3 3.3(PG) M
!!1GK .B) 5@M3KBPG 5! H@
!HG.9GR4&79
+477.7,+)6 3 ; ' <6 , 3
/ @ . . 3 ;)1 G55@M. @N B
3 H+! 9@..@HBB@G@H H@!
@) HB3%G @+ 5 1HBG GH%
BK 0 +H! G 1 G0 +H+! G
55.+ H31BG%G)!GBH@BGH H
3K. KBGG!1H@.G 5 !B!@
1B+HKH31 .G !M+NG 3 @7G)!
@0 +1+(GBH@BGBK 0 +H! G
55.+ H31BG3G1 G H+! G
55@M.9@0 G)!+@3 .G BG
3 : 31 GM.K H
H)!G 31GG 5@(@0 KH+Q
+1(G3M @.GHK@3M @@H@G%@0
) BGG3%G BG GBK P
6 5! H@HG .9GR4&79)!G
5@(@0 G+1GH)+GBK PG + G13H
@5. !G)!G 3B5+H.BGK@1H@G@
!1HH31G5@(@0 9G @ 1HH31
N)+) G+BG 5 @HG%@0 G
+1 .K !B)!G@ !BBG%4H@ K *
+1(GH%G3G)!G)+3B35) PG3 .B
53.+ +BG@ ! K@B@!G@5! H*
H31BG1 G)!@% H@G!! ! G
%1 H31G4G5! +% @3@GHH4(9
@ 1HH31GH-!BG5. !G 3H) G%@
1!NG0 5.3P! !BG1 @)!1G) 1(!B

+1G1K@BG@.!BG@B531B+ +H! B
1 5@ H!GHH4(BG K@G)
G4G)!G G@K5G1 G)!
31H@.G(@K5GN!1HG) @K() G)!
) 3B5+H.BG@B4(G@ 1HH31G@*
(@0 9G 531G1@.0 !1HG4H3G)!
BK PG!)G G+1G)!G
(@K5GN BG5 @!@ GN+) G
H@+! G5@ !5H@GN) 3GN3@!
N+) +1G)!G0 !K1+H! 5 @ !1H9
+H31 ..PG)G G1 5@*
!5H@G4G)!G G@K5G30 5!H
! 31.+!G@+1+(@ 3 K!B@N)+
N!@G!B(!! G B 31G)!G
0 3 !. G 1 G HM.PG@ @+ 5 H
+1G5@ !5H@ +5@N+) +1G)!G
5@(@0 9G@G 31H)BG)!G B
N!@G%..3N! G%@4GP! @ %@
!1@..0 !1H31H3G)!GK P9
)!G@B @)!G@0 0 +! G)!
31 3 @+1(G)!H) 3 BKB GPGH!
31H@.G 3B5+H.BG1 G3H GN+!
M@H31G4G)!B@ !H) 3 BG)!@
N!@GEG31H@.GBH@G) HG + G3H
) MGG@HK@ GK@K.K0 G1
) 3%N! @) 1GB@G.!0 !1HBG!
.H!@HK@G!B @!BGB@B 1H .G3
H@1B+H31G5 H!1H !1H@ G @
30 0 K1+ H31G 1 GH 0 N3@
:K .+PG+0 5@M0 !1HG!M+ !1 !*
B 5@ H! G4%@ H+BG %HP
.+ + .G@ B31+1(G%! - G@G
%4 H31 G5@ !5H@ +5 G1 G5! *
+ .HPG 13N.! (!G+1G)!G @ G3%
5@ H!7G)!B@ !@G. B@4 GB
.0 +H G5@(@0 BG H)!G 31H@.
BH@G @B0 !G@HK@G4G)!+@
K@K.K0 GN)+) G0 !1HG)!P
) G@G@ 3@G.!0 !1HBG@B 1H .
H3G@1B+H31 3%@ G5@ !5H@
B) +5 G1 GN!@G13GH .K ! G4
H)+BG 1 .PB@G 3@G)!GK@3B 3%
H)+BG @. ! G)!G@B @)!G@M.K*
H G)!G 3%G)!G G@K5G1
H)!G31H@.G@K5GN+) G)!G0 +H
5@(@0 BG)!@ %@ @%@G G3GB
+0 +H G 31H@.G(@K57GN)+
H(!H)! @25@B 1H @ RI JG B
%@0 GDRG) 3B5+H.BG)!G5@(@0
3B@G%G@!)G3%G)!G +0 +H
31H@.G@K5GN! @G3HG3..! H
! KBG)!G K@K.K0 G3%G)
5@(@0 GN BG+0 +H G1 GM @
@B@G)!G+0 +H G31H@.G@K5B
KHG 1PG 3B@G!G5!1 ! G PGH!
+0 +H G 31H@.G(@K5BGN3K.
+1 @ B G)!G 3%G)!G G@K59
7 6,) 7,+9 H@!@G3.*

! H G %@0 G B M @.G B3K@! B
+1 .K +1(GBK@M PBG3%G B
1K@G 5@ !5H@G1 GBH@G33@+*
1 H@GBGN!..G B5K .+.PGM+*
.!G H@G@G)!GK@ K3%G 3@
H@B+ BG6 9 9G !5 @ !1HG3%
3@GR4! 7G)!G@H1H31G1
HK@3M @ H3%G)G @N) 3
5 @+ 5 H G4G)!G GBK P@N B
@ 3@! GPG)!GBH@G33@+1 H@
HG)G%G)!G @+ 5 H4(GBK P
1 G31H@.GBH@G1 @!@GK 0 +H
H! GM+ G31.+!GK@M PBG)!GBH
33@+1 H@G3H G)!@ B31B@G@
.! M4(GN)+) G4 .K ! G)!G%.*
.3N+1(G@.K1H@G1 G4M@.K1H@
@ B31B

), :+7 3-
3M G3G 13H)!@!3(@5) +
@
!HK@G4GB) 33.GH3G5K@K!
+H31 .GK@4(G K H31
H@BBK.G HK@G%G)!@N3@
33- G G +%%@1HG53B41H3H!0)3G7H@H

30 5.!H1(G@+1+(G 3 K.!BG 1
H0!G5!1HN+H)G)!G EG6 I
)3K@G3H.7G)!G0!G5!1H@G!
5@!5H1(G@. H31B)+5G PGH!
EG1 GK@G@!5H@N B
3..! H G)@K()GK@M PEGHEG1
4J@ 31H)EG
+H31 ..PGH!G5!1H@G
1+Q1(G)!G@+1+(GN BG 3..! H
PGH!G#HG 33@+1 H@G)!G#H
33@+1 H@N!@GK@M P! G 3KH
H!G 0 3K1H@G%G0!G@" JG



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|-------|-----------|
| | Q Q + |
| %% | 43941 |
| 74: 5 | 74: 5 |
| | ' (1 , 8 |

: 2), 7 0, +

#C, 03@ :3B

8 Tc [()85]TJ 0.4713 0 Td [()11]TJ 0.54503 0 Td [<0F>.54503 4(8 Tc [()85]TJ 0.4713 0 Td [()11]

4

H3H.GHK@3M @@HG3%GH! G
(@K5@ EG30 5 @ @B@)!G+0 #G
! G 31H@.G @K5G)!G G @K5
) G GHK@3M @@HG3%64888
N)+!G)!G+0 #H G 31H@.G @K5
) G G JE9 8 G HK@3M @ @H
6 / RRR7G
6\$3 : . 6 , 476 + 64 ;'+\$41
)!GH3H.G31(3+1(G0 +H!1 1 !
3B@! @ G4G)!G G @K5
N BGI 4" &G4G)!G 3B5+H. @ HH(
N)+) G+H .K !BG1!NG1K@ G 1
5 @ !5H @553@K1+PG3B@G+0 !
B5!1H@G 30 5.!HG G 3 K.!B
1 G% !*H*% !GH0!G !HN!!1
G 1 G 5 @ !5H @ N+H) +1
HM @ !5H @ +57@HIG33@+
1 H@+0!G@G@ 1+Q G1 @ +1*
H+1G)!G @ (@ G!.. @H31G3B@
% @ G @ (@ G 30 5.!H31 G1



6E9 8 7G)!B G H BK553@G H G
B-HK@ G!M+!1!* B G
5@(@0 G @BK.HG+1G ! @ B
HK@3M @ G.+0 +H31G3%G)+B
BHK PGG H-G K@ 3M @1.P
G*P! @5! @3 9G H! @31(+HK +
1 .GKH +BG3% G G5@*
(@0 B3K1 G GKH@3M @@H
!.+!B3M @H!GG)!G G@*
(@0 G ! 30!BG%..PG+1H(@H
+1HG)!G@ 1+Q H31G 3@ O 0 *
5.! G .@)G1 G3..! (K! BGR4R7
%K1 GKH@3M @%@H!+@%@H
3) 3@GN BGD948 GH)3K() GH)+B
+0 5@M GHG 9 8 G PGH!G%KH
3) 3@G
B4(GH!G@5. !0!1HG 3BB
@53@ G PG)!G !N+1G @K5
6JRR27G)!G 3B-G 1 .PB@G 3NEG
53B+HM G GN)!1KB4(G B-HK *
HK@ G G@(@0 G30 5 @ GG
.+0 +H G@(@0 GN+)GG3B@M
+1(B3%D I &G! @ G@G%5! 7M 5G5!N

%) 1
 (*: 1 9043 4- %49 1 , ; , 1452 , 39(3+! 3. 40. 4894- %8" " 74. 7(2 5, 7 #

| | |
|--|-----------|
| , 8* 75943 | 4895, 7 # |
| ((%%5@; 3DB:=>; 3<B 71:C23A; =2C3 1=<B<B23DB:=>; 3<B/ <2 E30A7B 23DB:=>; 3<B <7: (((%%5@; 3DB:=>; 3<B =ABJ #C; 03@-4# &# A B/ B) E77B2 B3 (((%%5@; J | |
| ! 3. 40. 4895, 7 # | |
| " 74. 7(2 (09 3(3*, 0* 1+, 8<,) 80 2 (09 3(3*, (3+ 2 4+: 1 7; 0438 | |
|): 85) 443582-7, 367 &3:3/ A3 B 3 B- 1=: >:3B ((%; =2C3A/ <2; 33BE B >@13>B-@ # &# 6=C@G @B + 4@-53 03<34B@B 6=C@+ + J | |
| 5') 475 443582-7, 367 &3:3/ A3 B 3 B- 1=: >:3B ((%; =2C3A/ <2; 33BE B # &# + >@13>B-@=C@G @B + 4@-53 03<34B@B 6=C@+ + J | |
| ! -7) 335 -2%735 36773 5+92-< " " 53+5/d *35 2) -(7 3 A>3<B=@/ <77-5 ((%>@5@; + A7B 1==@7/ B-@=C@G @B + 4@-53 03<34B@B . J / DB @53 <C; 03@-4# &# A>3@ (%A7B - 6=C@+ + J . J | |
|) 0 &5/732 367 3:30 @B-@:C<16 4=@ # # / <2 >@13>B-@/ 7@ ((%/ >3: >7/ E/ @32 B # &# | |
| %49 1! 3. 40. 4895, 7 # | |

&# <3E 5@2C/ B @57AB @2 <C@3 ((% B@<A7B< B- >@1B13

%) 1
 % 734; , 7 489\$(; @. 8 (*: 1 90438

| | | |
|--|---------------|-------|
| 472 : 1 | %, , <@ 74: 5 | 43, 8 |
| % 734; , 7 489(3+ # (9 8 | | |
| (C@=DB@I=ABB- @>/ 13 =<3 # &# 7)' | / | |
| ! 7, 7B2 =<B@: 5@C> | 0 | |
| ((% @C> | 1 | |
| , 9#, 5(* , 2 , 39 489\$(; @. 8 -47! 3, # @ %8" 74: 5 ; 8 @ @ + 439741 74: 5 @ &\$ | | |
| ! 7, 7B2 =<B@: 5@C> | 2 / F 0 | |
| ((% @C> | 3 / F 1 | |
| " 85239) 56%9-2+6 *3532) 285) : -7, " " | * () | |
| 4894- %8" | | |
| \$ <5=7-5 1=AB=4((%%5@; | 5 | |
|) 7' 3673* " " 53+5/d : -7, 32+3-2+' 3676 6%9-2+6 | , * + | |
| 3DB:=>; 3<B =AB=4((%%5@; | 7 | |
| 3DB:=>; 3<B/ <2 \$ <5=7-5 =ABA=4((%%5@; | 8 7 5 | |
|) 7 3673* " " 53+5/d : -7,) 9) @41) 27%2(2+3-2+ 3676 6%9-2+6 | / * . | |

&# <3E 5@2C/ B @57AB @2 <C@3 ((% B@<A7B< B- >@1B13

3B-B

31.PG%NG!NGK@EG 1G05! H
G3B@M1(BN)!1G 5.!0!1H(
1 G +1H+1+1(GG G@(@0 9
H3 . +3!53@B++5!

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