Master's Thesis

Acculturation of Staff Nurses: Enhancement of Staff Development Program

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Abstract

This study aimed to determine the acculturation staff nurses who are non-CCMC (Cebu City Medical Center) graduates. The findings were basis for the enhancement of staff development program through fast track preceptorship. Specifically, it sought to answer the following queries: (1) what is the profile of the respondents as to age, gender, civil status, area of assignment, school graduated, and length of service; (2) what is the degree of acculturation of the respondents; (3) is there a significant relationship between the profile of the respondents and the degree of acculturation; (4) what can be proposed to enhance the staff development program?

The research setting was Cebu City Medical Center Nursing Service Department in Cebu City, Cebu, Philippines. The respondents of the study were 70 staff nurses who were non-CCMC graduates. The researchers utilized a 20-item researcher-made questionnaire which were based on the CCMC rules and guidelines. The descriptive-correlational design was used.

Majority of the respondents were 30-49 years old, female, and married. Most of them were assigned in the neonatal surgical care unit. Majority of the respondents graduated from the University of the Visayas, and has served CCMC for 1-5 years.

The degree of acculturation of the respondents was high. However, there were three areas with low to moderate acculturation: reading of

magazines during duty; use of mobile phones; and willingness to render 16 hours duty when the need arises. Only gender has a significant relationship to the degree of acculturation.

This study proposed a two-week orientation program through fast-track preceptorship to improve and enhance the degree and level of acculturation among non-CCMC graduate staff nurses.