

Impact of Education on Diploma Nursing Student's VS Degree Nursing Students in Specialized Care

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Abstract: We believe that education has a purposeful effect on the knowledge and also on the work place with better outcomes. Pakistan is a developing country where its literacy rate is almost 60%. In Pakistan nursing profession is becoming very popular among the youth of Pakistan. Therefore, this study aims to examine the impact of education on nurses for their work performance in the specialty of burn care. Impact of education on the nursing students and their work performance at Faisalabad. Descriptive and inferential study was adopted as research design for the study in which twenty research questions and one hypothesis were calculated. Data was collected from degree nursing students and diploma nursing students from independent college of nursing and Allied Hospital Faisalabad. A total of 200 students were selected for the study. An adopted questionnaire consisted of multiple choice questions was distributed among the students.

Descriptive statistics of frequency count, percentages and graphs were used to analyze the data, while inferential statistics of Chi-square (X^2) analysis was used to test the research hypotheses. Study findings show that there are significant findings indicate from the frequency tables and chi-squared tests that degree program in Nursing responses are highly significant with respect of diploma programs. Degree Nursing have more knowledge, experience, care, handling of patient's equipment and labs. 70% degree students told right answers and 60% diploma students told right answers. The study was conducted at Faisalabad upon the students of diploma nursing and degree nurses in order to examine the impact education on their work performance. The results findings indicate from the frequency tables and chi-squared tests we find that degree program in BS-Nursing responses are highly significant with respect of diploma programs. BS Nursing have more knowledge, experience, care, handling of patient's equipment and labs.

Keywords: Significant, degree work performance, nursing students, Faisalabad.

1. INTRODUCTION

We trust that education has a purposeful effect on the knowledge past, most of the nurses had only general nursing diploma. There was no any awareness about the future studies in the field of nursing. Most people used to think that nurses were only for the purpose to obey the doctor's orders.

But now a day there are certain changes in thoughts. In these days' nurses can assess the plan and also evaluate the client's condition at the end of the plan. In these days' nurses also have skills about critical thinking and also play an important role in nursing politics. Nurses raise the issues relevant to nurses during their job it may from the organization or from the ministry of health. In these days' nurses also play a role as a leader. This is all because of education. Nurses have paid attention to improve their skills on the work place and for better outcomes of clients.

Actually degree program covers all the subjects taught in general nursing but in more depth and also concentrate on life sciences, degree program taught us how to do a research and also about community health nursing. Degree nurses are

doing the research that can help the nurses to increase the use of evidence based practice that is important to improve the quality of work. Education can prevent the immature behavior in nurses in the workplace. Education has great impact to develop humiliation for the patient and with the colleagues.

To fulfill this purpose Pakistan nursing council(PNC) encourages nurses to advance their education with deputation. So that registered nurses can improve their self with education. Education can help nursing to develop as a healthy profession. PNC has mission to educate the participants in the healthiness precaution supply system in the nation to deliver backing for the skilled development and competition among those who are studying nursing. The aims of PNC also include monitoring for implementations of national standards in nursing and also develop confidence in nurses. In Pakistan there is too much need to encourage the nursing education from diploma to degree. There is too much shortage of degree nurses. PNC felt the need for educated nurses like degree and for this purpose PNC registered the private colleges to fulfill the need of degree qualified nurses.

Extra course increases the student development. Degree nurses have positive behaviors with the clients that have greater impact on the health of clients. In these days' policy maker's focus that more nurses could have degree to make a difference and improvement of their own because degree also has the financial benefits. degree nurses create a friendly environment that encourages the nurses to use the better skills in friendly environment.

Specialized nursing is very necessary for the preparation of skilled persons so that hospitals can run properly and patients could receive a care with hands of skilled persons but now a day's it is time that nurses should get degree in nursing so the improvement could take place in this profession. Actually the education is only the way to improve the quality of care of indoor clients and also the status of the profession so that the social perception about nursing profession can change.

Degree nurses can help to make the curriculum in a very impressive way. Better curriculum is necessary to improve the quality of education. Nurses are also conscious for the scale, during their job period, education help the nurses to increase the scale very quickly as compared to the general nursing. It is necessary for the academic growth and development. Education can increase the ability of self-growth. Education can help the nurses to reduce their anxiety and stress.

Education has significance to improve the communication skills with colleagues and also with the patients. This collaboration with fellows is important for better outcomes.

(Aiken, Clarke et al. 2008). said that better hospital nursing staffs with more educated nurses and improves nursing work environment that have been shown to associate with lower hospital mortality. Education is a process of receiving or going to systematic instruction. Degree prepares you as a registered nurse. Nurses with a degree are typically given more responsibility, supervisory roles and higher salaries.

The World Health Organization (WHO). Ultimately quality of demand for nurses is increasing as a basic component of overall health systems to deliver health care. Punjab to change the nursing situation and the latest international quality standards, skills, knowledge and change, to update the qualifications of the nursing staff and nursing profession in nations the concept of improving the nursing profession to reframe, general and medical community, to have identified nurses as key issues on an academic basis and introduce advanced technologies and procedures of nursing teachers, teachers find solutions for them. and to create a research group in order to update their knowledge and skills.

The main objectives of this study is: -

- A) To assess the impact of education on the nurse's knowledge and practice in Faisalabad.
- B) Assess the need for more education courses among nurses.
- C) Improve the standard of nursing services and education.

Significance:

Social perception about nurse's status is changing day by day. The quality of services is improved due to education on the nurses and lifestyle is also improved. Nurses have become more responsible due to higher studies. It is the responsibility of chief nurses to identify the factors due to which nurses cannot seek more education.

However, some important significances of this study are: -

Impact of education on degree students:

- Have stronger communication and problem solving skills.
- Ability to make nursing diagnosis and evaluate nursing intervention is greater.
- Advanced professional skill.

Impact of education on diploma nursing:

- Education has a positive effect on nursing student's attitudes.
- Provide professional skills.
- Capacity building.

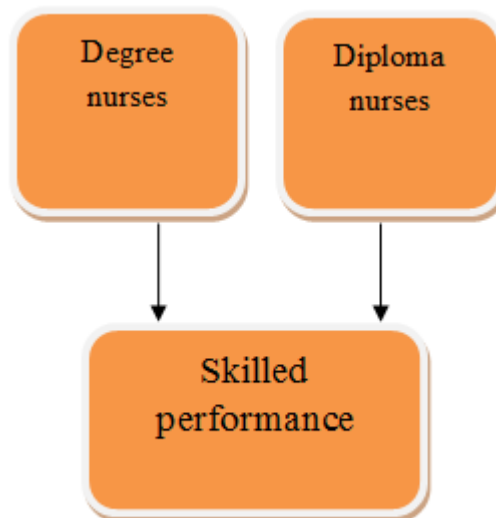
1.4 Research Hypothesis:**HYPOTHESIS:**

HO: There is no significant difference between degree nurses and diploma nurses.

Ha: There is a significant difference between degree nurses and diploma nurses.

Conceptual Framework:

The conceptual framework depends on two variables i-e degree students and diploma students their knowledge may influence the work performance. These variables discussed in this research work.



(Framework 1)

Significance of the Research;

The results of the research will personally accomplish my academic goal of undertaking research work. It is expected that the results of the study will benefit the students of various nursing schools to know about the impact of education on their work performance. The work is expected to provide new findings regarding the issue and be a part of the existing literature.

Also the research findings will help the administrators and authorities of the PNC to regulate the education process towards the degree nursing for better work performance.

Moreover, the findings of this study will help the ministry of Health to opportunities to all diploma nurses to degree program and to take productive steps regarding its implementation.

2. LITERATURE REVIEW

Meanwhile, I tried to read quite widely in an attempt to gain some understanding of “impact of education on general nursing and BSN nursing”. I found too many research on this topic in the field, some of them are given below: -

(Health and Services 2011). Robert Wood Johnson Foundation (RWJF). In America Released a research on Nursing’s Future newsletter which was entitled as “Education case to proceed, ”he summarized how patients, employers, and professionals of the nurses when advancing their education. They show better results Baccalaureate and higher degree nurses. They educational progression in school, state, and national recommendations for nursing facility level.

(Girard 2015)AACN, ANA, AONE, and NL. After sometime I read the research of The Tri-Council for Nursing which issued a research for all RNs to advance their education in the regard to promote quality and safety across healthcare settings. In the statement it was entitled “Education Advancement of Registered Nurses”. The Tri-Council organizations had focused that education is more important to meet the nation’s nursing needs for quality care of patients. They give results that “without a more educated nursing workforce, the nation's health will be further at risk.”

(Aiken, Clarke et al. 2003). In UK they did research with degree nurses and found results that there is obvious decrease in death rate of clients in the hospital. The study was entitled as “An Increase in the Number of Nurses with Baccalaureate Degrees is linked to Lower Rates of Post-Surgery Mortality.”

(Zaidan, Singh et al. 2011) they were Executive Director of Nursing Informatics and Nursing Informatics Coordinator hammed Medical Corporation, Qatar. They did descriptive study design to assess the impact of education on the nurse’s professional knowledge and practice in HMC (Hamad Medical Corporation). The results conveyed the positive impact of education courses as part of the educational opportunities provided for staff. They give some recommendation and suggest some solutions to adopt higher education.

(Rourke 1993)6th World Nursing and Health care conference at UK. Lique National Hospital & Medical College Karachi Pakistan Presented a research entitled as “impact of continuous nurse’s knowledge and patients’ satisfaction” This study has been done in Pakistan’s tertiary care hospital. The aim of this study was to ensure that degree nurses could have adequate knowledge of nursing practices and so that improving the patient satisfaction. About the care of patients, the primary objective research to assess the knowledge of nurses.

(Tourangeau, Doran et al. 2007). Degree from the University of Toronto developed the nurses have a positive effect on reducing patient mortality. 10% have a lower mortality rate, degree of care that nurses with a diploma degree nurses abilities as compared to nurses because they give results.

(Aiken, Clarke et al. 2008). "The impact of hospital patient care environment on mortality and nurse outcomes with the title,".

(Fang, Li et al. 2014) HRSA's report on Nurse Education and Practice of Strength (NACNEP) and nurses and nursing issues of health and the National Advisory Council, at least two that forced the Secretary of policymakers to human services Baccalaureate or higher degree in nursing Nurse-thirds of the workforce hold. Currently, only 55% of nurses hold a Baccalaureate degree level in the United States. Degree noted that strong growth. After completing a BSN program, more professional level skills. He said his research shows that students in nursing practice, communication, leadership, professional integration, and demonstrate high proficiency in research / assessment.

(Benner, Sutphen et al. 2009). Carnegie Foundation released a new study about nurse education for teaching development. They must pass the degree within 10 years of initial licensure to meet the needs

3. RESEARCH METHODOLOGY

Research Design:

Descriptive and inferential study was the research design adopted for the study. This was considered appropriate for the study as it is comprised of standard way of collection of participants’ responses through a well-developed and highly structured research instrument, and also well-defined concepts and related variables.

Population of the study:

The target population for the study was the degree nurse students and diploma nurse’s students at Faisalabad city. As there are a lot of Hospitals in Faisalabad, hundred students of degree nurses available in Faisalabad so select the equal quantity of diploma nurse’s students from Allied Hospital.

Intrinsic Criteria:

The students, both diploma and degree without any workplace restriction were able to participate in the study. Students from Independent college and from Allied Hospital Faisalabad were considered as part of the study. The participants who were willing to participate in the study were reflected as part of the study.

Extrinsic Criteria:

The students who were not willing to participate in the study were not considered as the part of the study. Also the students, who didn’t belong to the mentioned organizations, were considered as excluded from the study.

Population:

Population of the study was composed of 200 participants. 100 participants were selected from Allied Hospital after taking valid written permission from the principle school of nursing Allied Hospital Faisalabad and 100 students were selected from Independent college of Nursing Faisalabad after taking written permission from the principle college of Nursing. Convenient Sampling Technique was applied in which only those participants were selected who were easily accessible, and willing to participate in the research. This method is also called Opportunity Sampling.

Research Instrument:

The research instrument was divided into three sections. Section A was comprised of demographic data like name, age, gender etc. Section B was comprised of 20 items that included multiple choice questions adopted from the study “Impact of education on diploma nurse’s vs degree nurses in specialized care. Section C comprised of consent from each student to participate willingly in the study. Check the reliability and validity of the research instrument by the pilot study. Data collected after pilot study.

Data Collection:

Independent college of nursing and Allied Hospital Faisalabad were selected for data collection. Prior to data collection a permission letter was signed from the principles of each organization. After that, data was collected conveniently with collaboration of my friends from the concerned Hospitals within one week.

Data Analysis:

The collected data was analyzed using descriptive statistics and inferential statistics of Chi-square through excel sheet. Data collected from “Section-A” and “Section-B” of the questionnaire, which were consisted of demographic data, and multiple choice questions were analyzed via descriptive statistics like frequencies, percentages and graphs. Descriptive statistics of frequency counts and percentages and chi square was used. And for frequency tables use spss version 22.

4. DATA ANALYSIS AND DISCUSSION

Results

Degree Results				Diploma Results	
S.no	Questions	Right	Wrong	Right	Wrong
1	When you are relieving a full thickness burn patient from the hospital, which instruction is most important to be given.	93 (93%)	7 (7%)	56 (56%)	44 (44%)
2	When you receive a patient with fire burn having following vital sings, B.P 6o/40, pulse 135 beats 1 min, his colour is pale, what should be your first action.	87(87%)	13 (13%)	82 (82%)	18 (18%)
3	. When a crepitated burnt client came to you and get to know that his breathing rate is 42 per min, and blood stained sputum, what should you do first.	93(93%)	7 (7%)	61 (61%)	39 (39%)

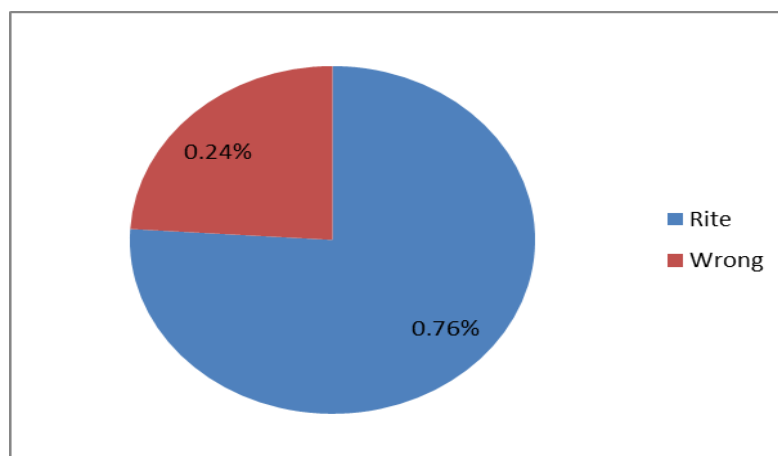
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4	How a nurse should place a patient with burn wound to the back sides of the neck to prevent.	56(56%)	46 (46%)	71 (71%)	29 (29%)
5	While evaluation, the nurse finds out that the patients mouth is burnt internally and is whistling, after few hours whistling is no longer heard, what should the nurse do?	89(89%)	11(11%)	44 (44%)	56 (56%)
6	A patient who was 50 % burn 10 hours ago is now admitted, her glucose level is 140 mg /dl. What should the nurse do?	72(72%)	28(28%)	59 (59%)	41 (41%)
7	A client left arm was burnt greatly and area now appears pink, has smudges and condition is agonizing. What is condition as patient can be suggested to this injury?	70(70%)	30(30%)	50 (50%)	50 (50%)
8	Hind limb of a person is burnt and is now white and leathery. No marks or bleeding is seen and only little pain. What is categorize of this burn.	92(92%)	8(8%)	50 (50%)	50 (50%)
9	If you receive an electrical burn client what are 1 st assessment data revealed.	94(94%)	6(6%)	59 (59%)	41 (41%)
10	If left hip of position is burn, what should be appropriate position.	82(82%)	18(18%)	60 (60%)	40 (40%)
11	A person saliva is drilling and have difficult in swallowing, what should you do.	87(87%)	13(13%)	49 (49%)	51 (51%)
12	A person with minimal open wound is discharged what should be the first nursing diagnosis	60(60%)	40(40%)	46 (46%)	54 (54%)
13	A burn patient was given injection cimetidine, but why?	95(95%)	5(5%)	69 (69%)	31 (31%)
14	If facial burn patient asks the nurse about his future situation, then nurse should say?	73(73%)	27(27%)	53 (53%)	47 (47%)
15	If a burn patient develops diarrhea and his WBC's count is 4200 per mm ³ then what should be done by nurse	93(93%)	7(7%)	79 (79%)	21 (21%)
16	If burn patient family want to know when he will out of risk of infection, then nurse should say	79(79%)	21(21%)	42 (42%)	58 (58%)
17	If a nurse teaches the community about burn safety, then her lecture information should include	70(70%)	30(30%)	72 (72%)	28 (28%)
18	What should be done to the burn patient after 48 hours of its burn?	75(75%)	25(25%)	64 (64%)	36 (36%)
19	What common causes of minor burns can be explained by nurse to the community	65(65%)	35(35%)	57 (57%)	43 (43%)
20	If gentamicin sulfate is being given to the patient of burn injury by the nurse, then on which laboratory finds should be monitored by the nurse	90(90%)	10(10%)	53 (53%)	47 (47%)

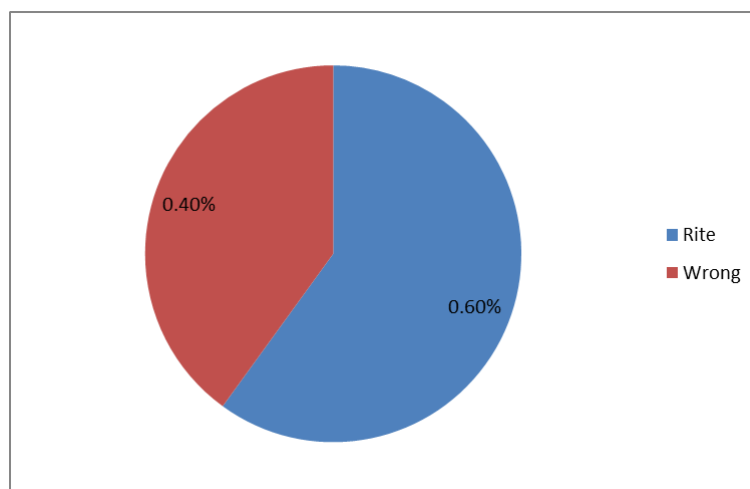
OVERALL PIE CHART:

1-DEGREE PIE CHART:



Over all 76% of degree class told right answer and 24% told wrong answers.

2-DIPLOMA PIE CHART:



60% students of diploma told right answer and 40% told wrong answers.

CHI-SQUARE TABLE

TABLE: CHI SQUARE ANALYSIS FOR DEGREE NURSES AND DIPLOMA NURSES

Variable	(N)	(df)	α	X^2_{tab}	X^2_{cal}	Decision
Degree Nurses And Diploma Nurses.	100	6	0.00	85.20	186.41	H_0 rejected

The above table shows that the calculated value for Chi Square (X^2_{cal}), i.e. 186.41 is far greater than the table value for Chi Square (X^2_{tab}) i.e. 85.20. Therefore, the null hypothesis which states that there is no significant difference between degree nurses and diploma nurses is rejected. Hence it is proved that there is a significant difference between degree nurses and diploma nurses. Degree nursing students told 76% right and 24% wrong answers. while Diploma nursing students told 60% right answer and 40% wrong answers. Over all 70% right of degree students and 30% right of diploma nursing students. so there is significance difference between degree and diploma students.

Discussion:

The finding of the study reveal that the students of degree nursing has better professional skills. This corresponds with the study of (Ann Kutney et al. (2013) In America that average reduction of 7.47 per 1000 patients with complications. The findings of this study reveal that the degree students have greater communication skills this corresponds with the study of (wasmi & Noha Saleh ,2016) in Qatar that education have greater impact on the behavior and communications skills. The finding of the study reveals that degree nursing students have better techniques this corresponds with the study of (Javed.Z & Anwar. AK. 2016) that impact of continuous nurse’s knowledge and patient’s satisfaction.

5. SUMMARY, CONCLUSION & RECOMMENDATION

Summary of the finding:

Summary of the study findings are given below;

1. Majority of the degree nursing students at Faisalabad have excellent working skills especially in burn unit.
2. Most of the diploma nursing students at Faisalabad have low working skills as compare to degree nurses.
3. Specialization is necessary for any department. It is the greater part of the nurses knowledge.
4. Hypothesis was tested and it was concluded that there is significant difference between degree nurses and diploma nurses.

Conclusion:

The study was conducted at Faisalabad upon the students of diploma nursing and degree nurses in order to examine the impact education on their work performance. The results findings indicate from the frequency tables and chi-squared tests we find that degree program in BS-Nursing responses are highly significant with respect of diploma programs. BS Nursing have more knowledge, experience, care, handling of patient's equipment and labs.

Recommendations:

The study is only driven by quantitative method, but that would be a better approach to drive the study on both quantitative and qualitative methods as by conducting interviews from the participants in order to know about their behaviors and opinions. The popularity of degree program is increasing day by day; hence educationist must find certain ways to integrate these services for educational purposes.

The following recommendations are based on the findings of this study;

1. The students should be taught about the influence of education on their work performance which will ultimately change the students approach towards practical skills.
2. Teachers and parents should encourage the students' engagements towards further education so that they do their practice more efficiently.
3. The Health ministry should ensure to give opportunities to every diploma nurses to take degree in nursing.
4. Students should manage their time properly and should give time to seek knowledge properly.
5. The education policies should be modified and new policies should be shaped for the purposes of academic enhancement.
6. The students should focus only their study related contents.

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