



A STUDY TO EVALUATE THE RESPONSE, REGARDING THE NURSING ORIENTATION PROGRAM AND ITS IMPACT IN NURSING PRACTICE AMONG NEWLY HIRED NURSES IN ASTER SANAD HOSPITAL, RIYADH

CLEAR AND RELEVANT PROBLEM

- **Problem:** Variability in the effectiveness of nursing orientation programs affecting new nurses' confidence, competence, and patient outcomes.
- **Relevance:** High nurse turnover, safety incidents, and skill gaps among newly hired staff.
- **Context:** Aster Sanad Hospital sought to evaluate and improve the nursing orientation process to ensure consistent quality and safety.



SMART GOALS & METHODOLOGY

SMART Goals:

- Specific – Evaluate nurses' responses to the orientation program.
- Measurable – Assess impact via structured questionnaire (164 participants).
- Achievable – Conducted over six months (Jan–July 2024).
- Relevant – Align orientation outcomes with patient safety and competency.
- Time-bound – Data analysis completed by July 2024.

Methodology:

- Descriptive, quantitative, cross-sectional study.
- Purposive sampling of newly hired nurses.
- Data analyzed using frequency, percentage, and chi-square test.
- Ethical approval obtained (IRB No: ARC-06.00.00).



OUTCOMES & IMPACT ACHIEVED

- **Knowledge & Competence:** 96.9% agreed program improved clinical knowledge.
- **Confidence:** 97.6% reported increased confidence in independent nursing care.
- **Patient Safety:** 95.8% strongly agreed orientation enhanced safety practices.
- **Satisfaction:** 56.1% staff and 58.5% patient satisfaction improvement.
- **Organizational Impact:** Enhanced adherence to infection control, fire safety, and CBAHI standards.

SCALABILITY & RELIABILITY

• Scalability:

- Program adaptable across departments and GCC facilities.
- Standardized modules (policy, infection control, emergency management).

• Reliability:

- Consistent positive outcomes among 164 participants across 20 questions.
- Validated through statistical analysis ($p < 0.05$).
- Continuous monitoring ensures iterative improvement.

1 of 7

OPEN ACCESS

Saudi Journal of Nursing and Health Care

Abbreviated Key Title: Saudi J Nurs Health Care

ISSN 2616-7921 (Print) | ISSN 2616-6186 (Online)

Scholars Middle East Publishers, Dubai, United Arab Emirates

Journal homepage: <https://sajournals.com>

Original Research Article

A Study to Evaluate the Response, Regarding the Nursing Orientation Program and its Impact in Nursing Practice among Newly Hired Nurses in Aster Sanad Hospital, Riyadh

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DOI: <https://doi.org/10.36348/sjnhc.2024.x0712.008> | Received: 14.10.2024 | Accepted: 19.11.2024 | Published: 16.12.2024

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Abstract

Background: Nursing orientation programs are critical for integrating newly hired nurses into healthcare settings, enhancing their clinical competence, patient safety, and job satisfaction. Despite their importance, the effectiveness of these programs in improving nursing practice and patient outcomes is not always fully understood. This study evaluates the impact of Aster Sanad Hospital's nursing orientation program on newly hired nurses. **Method:** A cross-sectional survey was conducted with 164 newly hired nurses who completed the orientation program within the past six months (January 2024 to July 2024). The survey assessed nurses' perceptions of the program's impact on their clinical knowledge, confidence, patient safety, and ability to provide high-quality patient care. Data were analyzed using descriptive statistics. **Results:** The study found generally positive responses to the orientation program. Most participants (51.2%) strongly agreed they were well-informed about the program, and over half (53.7%) felt the program contributed to improved patient safety. Regarding knowledge acquisition, 51.2% of nurses strongly agreed that the program enhanced their clinical knowledge, and 95.8% felt it would help them provide better patient care. Confidence in delivering independent care was high, with 97.6% agreeing that the program increased their self-efficacy. Additionally, staff satisfaction (56.1%) and patient satisfaction (58.5%) with nursing care were positively influenced. However, 52.4% of nurses suggested that modifications to the program were necessary to better meet clinical and organizational needs. **Conclusion:** The findings suggest that the nursing orientation program at Aster Sanad Hospital has a positive impact on new nurses' clinical competencies, confidence, and patient safety outcomes. It also improves staff and patient satisfaction. However, ongoing program evaluation and adjustments are needed to address evolving healthcare demands and ensure continued effectiveness in preparing nurses for independent practice.

Keyword: Nursing Orientation Program; Newly Hired Nurses; Clinical Practice; Nurse Training.

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INTRODUCTION

The nursing orientation program is a foundational element in the transition of newly hired nurses into healthcare organizations. As the healthcare environment continues to evolve, so do the expectations of newly hired nurses. A well-designed orientation program serves not only to educate but also to socialize new nurses into the workplace culture, fostering job satisfaction, reducing turnover, and improving patient care outcomes. This literature review delves into the effectiveness of nursing orientation programs and their

influence on nursing practice, exploring areas such as clinical competency, nurse retention, job satisfaction, and patient care.

Nursing orientation programs are intended to ease the transition of new hires into clinical practice, ensuring they are well-prepared to meet the demands of their roles. These programs often include a blend of classroom instruction, hands-on clinical experiences, and support from experienced mentors or preceptors (Alexander *et al.*, 2021). Well-structured programs help

Citation: Ihab Ibrahim Alawor, Thomas Mathew, Ancy Varghese, Ola Masoud, Zulkiflu Musa Argungu, Ado Shehu, Salim Isah Muhammad (2024). A Study to Evaluate the Response, Regarding the Nursing Orientation Program and its Impact in Nursing Practice among Newly Hired Nurses in Aster Sanad Hospital, Riyadh. *Saudi J Nurs Health Care*, 7(12): 395-401.

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Classification: JHAH: Company General Use

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Congratulation, we are pleased to announce that your abstract has been selected for an ePoster display at the 2025 Johns Hopkins Aramco Healthcare Nursing Congress, taking place December 3 - 4, 2025 at the Grand Hyatt Al Khobar, Saudi Arabia.

Your ePoster Details:

ePoster Code:	NCA048
Poster Category:	New Knowledge, Innovation, and Research
Poster Title:	A Study to Evaluate the Response, Regarding the Nursing Orientation Program and its Impact in Nursing Practice among Newly Hired Nurses in Aster Sanad Hospital, Riyadh
Author's Name:	ANCY VARGHESE
Poster Display Day:	December 3

TEAMWORK & COLLABORATION

- **Multidisciplinary collaboration:** Nursing Education, Clinical Instructors, Quality, and Department Heads.
- **Mentorship model pairing:** new nurses with experienced preceptors.
- **Promoted teamwork:** communication, and sense of belonging.
- Reduced transition anxiety and improved nurse retention.

Nursing Clinical Excellence
Deena Naidoo & Nursing Leadership Team

 **Nursing Excellence**

Simulation learning/ training enhances critical thinking :

- Conduct quarterly simulation training to enhance critical thinking and emergency response

Establishing unit practices council by Sept 2025 and implementing ideas by Dec 2025

Implementation of standardized early warning signs based on recent EBP before Q3

Developing specialty nurses (2026):

- Nurse Informatic
- Pharmacovigilance nurse
- IPSG Champions
- Patient Educator
- Sleep consultant

Doctors' preference cards (IP/ OP/ OR) FY 25/26

Urgent care clinic (AHQ) before Dec 2025

Annual Operating Plan for CY 2025

 **Quality**

QMS

- Medblaze QMS Implementation

PREM & PROM (in each unit)

- PREM: 2 per unit

ACCREDITATIONS

- JCI – AHM, AHQ, WAHAT, MCH, MOSH
- WHO- Muscat, Sohar
- MOH/ National Accreditation- Muscat, Sohar
- NHRA: Bahrain
- CBAHI Surveillance: Sanad

AWARDS

- Minimum 1 National/ International awards at each vertical.

QIP

- QIP to Improve patient safety or Enhancing clinical outcome. (1/Unit)

 **Academics**

PUBLICATIONS:

- At least 1 business unit (Aster Hospital, Sanad and Medicare) – FY 2025

International Nursing Conference - India & GCC

- May 2026 – Conference committee. Linked to AGGNA

Skill Fair based on top 10 approach:



INNOVATION, CREATIVITY & ADOPTION

- **Innovation:**

- Evidence-based and tailored to diverse backgrounds.
- Integration of CBAHI and hospital-specific protocols.

- **Creativity:**

- Blended learning (classroom, simulation, mentorship).

- **Adoption & Sustainability:**

- Positive nurse feedback ensured program continuity.
- **Future plans:** digital tracking and e-learning expansion.

