

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
+BG)! 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! @B1 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! G@G98 G% @!
%@G 3) 3@G% BG PGN+))
H0! G)! G@(@0 GN B3K..PG4H*
(@H) G! H@! G@ 1+Q H317G30 *
5 @ GGGD8 GJ*0 31H) GK@3M @
5 @G@H3G+0 5.!0!1HH31G3%G!
G5@(@0 G@ 33 !G 1 G 3*
KH) 3@GJR4! 7@K1 G@+ @@G
BK.HBGN+) G4J*0 31H) GHK@3M @
! @ B@!(G@0 GJ8 G4G)! G @P
P! @G%G@(@0 G0 5.!0!1HH31
H@G98 G4G H! @! @
3M! @G @N! @G H) +G 1
K1GJR4! 7@53@ G HG@0 G
1 H31 ..PG@5@B1HHM GB 0 5.!
3%G!N.PG+!1B @(+H) @ GK@*
!BG K@!(G)!G!(+1+1(GP! @G%
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 @)! @GK1
G@. H31B) +5G!HN!!1GHK@3M @
1 G H!1H@%HP@KH30!BG!
@ G G @ GJR4R@ K%!
3)! G ? @1* .. BG G H4(*
K..GRR2G 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!!- BG4G)!G@ +H31 .G@ 1H*
H31G3G" N!!- BG4G)!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 1G@M+!G1K@G! !@
N+)G +H31 .G!M+ !1 !G 31
!0 31B@H4(G 1G GN)!1
+0 5!0 !1H4(GG @@0 9G)!
G%G)!G @@0(G4G)!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
@@0 9G

! 4\$+1)+BN BG G 30 5 @
B31GBK PGKB4(G G@1 30 +Q
31H@.! G@ K.HB4H!B(19G !G
H+BG31G)!G@ !H3 3.3(PG) M
!!1GK .B! @M3KBPG 5! H@
!HG.9GR4&79
+477.7,+)6 3; ' <6 , 3
/ @. .3;)1 G55@M. @N B
3 H+! @@..@H4B@G@H H@!
@)HB3% @+5 1HBG @H%
BK 0 +H! G 1 G0 +H+! G
55.+ H31BG%G)!GB4H@H H
3K. KBGG!1H@.G @ !B4@
1B4KH31 .G !M4NG 3 @7G)!
@0 +1+(GB4HBGK 0 +H! G
55.+ H31BG3G1 @ H+! G
55@M. @@0 G)!+@3 .G BG
3 :31 GM.K H
H)!G @1GG @@0(GH+Q
+1(G3M @..GK@3M @@H BG%@0
)BGG3% BG GBK P
6 5! H@HG .9GR4&79)!G
5@(@0 G+1G)!GBK PG + G13H
@5. !G)!G 3B5+H.BGK@1H@G@
!1HH31G5@(@0 9G @ 1HH31
N+)G+BG 5 @HIG%@0 G
+1 .K !B4!@ @ !BBG%4H@ K *
+1(@H%G3G)!@+3B35)PG3 .B
53.+4BG@ ! K@B@!G@5! H*
H31BG1 G4!@% H@G!! ! @
%1 H31G4G@5! +% @3@G4H4(9
@ 1HH31GH-!BG5. !G 3H G%@
!1NG0 5.3P!BG1 @)!1G) 1(!B

+1G1K@BG@.!BG@B531B+ +H4 B
1 @+H!G4H4(BG K@G)
G4G)!G @K5G1 G4!
31H@.G(@K5GN!1HG)@K()G4!
)3B5+H.BG@B4H(G@ 1HH31G@*
(@0 9G 531G1@.0!1HG4H3G4!
BK PG!)G G+1G)!G
(@K5GN BG5 @!@ GN+)G
H@+! G5@ !5H@N)3GN3@!
N+)G4G)!@0!K1+H!5 @!1H9
+H31 ..PG)G G1 @*
!5H@G4G)!G @K5G30 5!H
! @1.+!G@+1+(@3 K!B@N)+
N!@G!B(1! G B @31G)!G
03 !.G 1 G HM.PG @+5 H
+1G@! !5H@ +5N+)G4!G
5@(@0 @G@G 31H)BG)!G B
N!@G%..3N! G%@4GP! @%@
!1@..0!1H@1H3G)!GK P9
)!@B @)!@G0 0+! G4!
31 3 @+1(G)!H3 BGK PG4!
31H@.G 3B5+H.BG1 G3H GN+!
M@H31G4G)!B@!H3 BG)!@
N!@GEG31H@.G4H@H HG+ G3H
)MGG@ HK@ GK@K.K0 G1
) @N!@H 1GB@G.!0!1HG4!
.H!@HK@G!B @!BG@B 1H .@
H@1B4H31G@ H!1H!1H@ G @
30 0 K1+ H31G 1 GH 0 N3@
:K .+PG+0 5@M0!1HG!M+ !1 !*
B @+H! G4% @ H+BG %HP
.+ .G@ B31+1(G%! - G@G
%4 H31 G@!5H@ +5 G1 @B!*
+.HPG 13N.! (!G4G)!G @ G3%
5@ H!7G)!B@!@G. B4 GB
.0 +H G5@(@0 BG H)!@ 31H@.
B4H@ @B0!G@ HK@G4G)!+@
K@K.K0 GN+)G0! 1HG4!P
) @G@3@3@G.!0!1HG@B 1H.
H@G@1B4H31 @%@ G@@ !5H@
B+5 G1 GN!@G13GH .K ! G4
H+BG 1 .PB@G 3@H)!GK@3B @%
H+BG @. !G)!@B @)!@GM.K*
H G4!G @G)!G @K5G1
H)!G31H@.G@K5N+)G4!G@ +H
5@(@0 BG)!@% @%@G3GB
+0 +H G 31H@.G(@K57GN)+
H(!H)!@5@B 1H @ RI JG B
%@0 GDRG 3B5+H.BG)!G@(@0
3BHG%G!)G3%G)!G +0 +H
31H@.G@K5BN!@G3HG3..! H
! KBG4!G K@K.K0 G3%)
5@(@0 GN BG+0 +H G1 GM @
@B@H!G+0 +H G31H@.G@K5B
KHG 1PG 3B@!G!1 ! G PG4!
+0 +H G 31H@.G(@K5BGN3K.
+1 @ B G4!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% B
1K@ @!5H@G1 B4HG33@+
1 H@GBGN!..GB5K .+.PGM+*
!G H@G@G4!GK@ K@% 3@
H4B4 BG6 9 9G !5 @!1HG3%
3@GR4! 7G)!G@H1H31G1
HK@3M @ H@%)G @N)3
5 @+5 H G4G)!G @BK P@N B
@3@! GPG4!B4HG33@+1 H@
@G)G%G)!@ +5 H4(GBK P
1 G31H@.G4H@G1 @!@GK 0 +H
H! GM4G31.+!GK@M PBG)!G4H
33@+1 H@G3H G4!@ B31B@%
!M4(GN+)G4 .K ! G4!G%.*
.3N+1(G@.K1H@G1 G4M@.K1H@
@ B31B
,): +7 3
3M G3G 13H)!@!3(@5) +
@
!HK@G4GB)33.G4G5K@K!
+H31 .GK@4(G K H31
H@B4G HK@G%G)!@N3@
33- G G +%@1HG53B41H4!0)3G789H

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 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



(3

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#, (8438 -47 , (; @.

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

: 2), 7 Q, +

#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 +H1 1 !
3B@! @ G4G)!G G @K5
N BGI 4" &G1G)!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 G.+0 +H31G3%G)+B
BHK PGBG) H-G K@ 3M @1.P
G*P! @5! @3 9G H! @31(+HK +
1 .GBHK +BG3%G G G5@*
(@0 BGK1 G GHK@3M @@H
!.+!B3M @H!GBG)!G G@*
(@0 G ! 30!BG%..PG+1H(@H
+1HG)!G@ 1+Q H31G 3@ O 0 *
5.! G .@)G1 G3..! (K!EGJR4R7
%K1 GHK@3M @%@H!+@%@H
3)3@GN BGD948 GH)3K()GH)+B
+0 5@M GH3G 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%5o! 7M 5B5!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) E7B2 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=@/ <7K5 ((%>@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, B2 =<B@: 5@C>	0		
((% @C>	1		
, 9#, 5(* , 2 , 39 489\$(; @. 8 -47! 3, # @ %8" 74: 5 ; 8 @ @ + 439741 74: 5 @ &\$			
! 7, B2 =<B@: 5@C>	2 / F0		
((% @C>	3 / F1		
" 85239) 56%@-2+6 *3532) 285) : -7, " "	* ()		
4894- %8"			
\$ <5=75 1=AB=4((%%5@;	5		
) 7' 3673* " " 53+5/d : -7, 32+3-2+ ' 3676 6%@-2+6	, * +		
3DB:=>; 3<B =AB=4((%%5@;	7		
3DB:=>; 3<B/ <2 \$ <5=75 =ABA=4((%%5@;	8 7 5		
) 7 3673* " " 53+5/d : -7,) 9) @41) 27%2(2+3-2+ 3676 6%@-2+6	/ * .		

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

#) &' # \$ # \$ " / G C<3 * =: # =

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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