Abstract

RESEARCH: Exploration of Relationships Among Nursing Preceptors’ Demographic Variables and Perceptions of Benefits, Rewards, Support, and Role Commitment

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DATE: December, 2010

Preceptor programs are widely used throughout the world in orienting new nurse graduates into health care roles. Perceptions of preceptors may influence the experiences of new graduates and outcomes of preceptorship programs. Research has not yet clarified interrelationships among preceptors’ demographic characteristics and preceptors’ role-relevant perceptions. The purpose of this study was to explore the interrelationships among preceptors’ views of benefits, rewards, support, role commitment, and demographic variables. Guided by Kanter’s (1977) framework, this correlational study replicated studies by Dibert and Goldenberg (1995) and Hyrkas and Shoemaker (2007). Preceptors (n=100) of new nurse graduates employed on medical-surgical acute care units completed the Preceptor’s Perceptions of Benefits and Rewards Scale (Dibert & Goldenberg), the Preceptor’s Perceptions of Support Scale (Dibert & Goldenberg), and the Commitment to the Preceptor Role Scale (Modway, Steers & Porter, 1979; Dibert, 1993). Findings add to existing knowledge about preceptors’ perceptions and provide guidance in designing effective programs for nurse preceptors.