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Key Words : Effectiveness, Attainment, Module, Interventions, Training

ABSTRACT

Training is important in the nursing profession for it is the acquisition of **knowledge**, **skills**, and **competencies** as a result of the teaching of **vocational** or practical skills and knowledge that relate to specific useful competencies. It forms the core of **apprenticeships** and provides the backbone of content at caregiver institutions. Training further serves the professional needs of human resources practitioners through sharing of relevant information and benchmarking of practices and skills.

It was the major purpose of this study to evaluate the effectiveness of the Post Graduate Nurse Fellowship Training Program of Baguio General Hospital and Medical Center of Baguio City.

A total of 355 respondents were involved in this study of which 246 were females from different age groups and different modules and 109 were males from different age groups and different modules too.

This study made use of the descriptive-narrative-survey method of research. A validated, reliability tested questionnaire was used to gather the needed information. The data were analysed and interpreted by using weighted means. The t-test through Chi-square and the F-test through the Analysis of Variance (ANOVA), tested at 0.05 level of significance, was used to test the null hypothesis. In case of rejection of the null hypothesis, the Tukey method was applied.

The goals and objectives of the PGNFTP are highly achieved. The null hypothesis is therefore accepted in terms of gender and age group but it is rejected considering the variable module. On the extent of utilization of resources in terms of manpower, skills, technology and manpower motivation are all highly utilized. For the null hypothesis is accepted considering manpower, skills and man power motivation. But for technology it is rejected considering the variable module . The extent of contribution of PGNFTP of BGHMC in terms of knowledge and skill, employment and income are all interpreted as highly contributory. The null hypothesis is therefore accepted.

The degree of seriousness of problems encountered, generally the respondents perceived it as moderately serious.

Based on the findings of the study, proposed intervention has been derived for the sustainability and enhancement of the training program.

This intervention must be implemented after the Ethics Committee and Management Committee has reviewed it and recommend it for implementation.

A parallel study may also be conducted by other staff nurses at BGHMC per module. Another similar study could also be done by other nurses in other hospitals with similar program.