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**Effects of A Structured Induction Program on New
Nurses' Knowledge**

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ABSTRACT

The transition from nursing education to clinical practice is often challenging for newly recruited nurses, leading to increased stress, reduced confidence, and potential compromises in patient care. A structured induction program serves as a systematic approach to orient new nurses to their roles, responsibilities, workplace culture, and clinical protocols. This study aims to assess the effects of such a program on the knowledge levels of newly appointed nurses. Utilizing a pre-test and post-test design, knowledge levels were measured before and after the implementation of a structured induction program, which included theoretical sessions, hands-on training, and mentorship support. The findings revealed a significant improvement in post-test knowledge scores, indicating the effectiveness of the induction program in enhancing clinical and procedural understanding. Moreover, participants reported improved clarity regarding institutional policies, documentation standards, patient safety protocols, and interdisciplinary communication. The results underscore the importance of a well-designed orientation framework in promoting professional competence, confidence, and job satisfaction among novice nurses. Integrating structured induction programs into healthcare settings can ultimately lead to better patient outcomes and improved workforce retention. This study highlights the critical role of early professional support in bridging the gap between academic learning and practical application in the dynamic healthcare environment.