

The Role of Core Competence Training in the Training of Junior Nurses in Operating Room

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Abstract: Junior nurses are an important part of nursing human resources and fresh blood. Their quality directly affects the quality of nursing and the comprehensive quality of nursing team. To explore the effect of core competence training for junior nurses in operating room, improve their working ability, improve the quality of operation and ensure nursing safety, use the core competence training theory to formulate training plans from professional ideas, basic theories, basic knowledge and basic operations, select excellent nursing staff with the title of nurses and above, and adopt one-on-one teaching and regular assessment methods, studies have shown that the use of core competence training theory combined with training mode can help improve the core competence of low-grade nurses in operating rooms.

1. Introduction

Core competence is a group of professional behaviors. This paper expounds the standard and the most important competence that professional nurses should possess [1]. Nursing field needs core competence, core knowledge and corresponding curriculum design and education to improve and ensure the ability and quality of nurses, enhance nurses' social adaptability, competitiveness and sense of self-achievement. Nursing adverse events caused by inadequate training and inadequate competence of junior nurses can reach about 39% [2]. Therefore, we should pay attention to assessing the core competence of low-age nurses in critical care and analyze the shortcomings in their critical care. It is of great significance to the nursing profession and the personal development of nurses by adopting effective training channels to improve the emergency response ability of low-age nurses in emergencies in critical situations [3].

With the implementation of the Regulations on Medical Accidents Handling, nursing work is at high risk, especially for junior nurses with low technical level, insufficient experience and weak legal awareness, which makes nursing risk more likely to occur [4]. In the face of complex operation cooperation and precise and valuable instruments and equipment, strict disinfection and isolation and a large number of potential safety hazards are often at a loss. According to the scholars, the core competence of nurses is defined as the organic integration of professional knowledge, skills and abilities accumulated by nurses in the prescribed nursing environment, which can keep the dynamic balance of nursing safety and ethics in a certain period of time. It determines the nature and boundaries of the specialty [5]. Core competencies are the integration of knowledge, skills, attitudes, and values in a specific practice environment, and require the assessment of core competencies to be used in the training of low-grade nurses in the operating room. Compared with the clinical evaluation mode of traditional clinical nursing operation skills, it can more accurately reflect the skill level of the assessed person. At present, many hospitals have used core competence training in clinical nursing skills training routines, and have also shown good training results [6].

2. Research object and method

The training of nurses in operating room is a long-term educational project which has been

improved with the development of medical science. However, there are still some factors restricting the improvement of the training effect of nurses in operating room. Nurses'core competencies include assessment and intervention ability, communication ability and information processing ability, critical thinking ability, interpersonal communication ability, management ability, leadership ability, education ability and comprehensive knowledge ability. That is to say, it is a kind of life-long nursing education that focuses on learning new theories, new knowledge, new technologies and new methods. From January 2017 to January 2018, 21 cases of low-grade nursing staff in the operating room were selected as female subjects. They were newly graduated or engaged in operating room nursing for less than three years. They used core competence training theory from professional thinking and basics. Develop training plans for theory, basic knowledge and basic operations, select excellent nursing staff with the title of nurses and above, and adopt one-on-one teaching and regular assessment methods.

3. Result

Core competence is the combination of three basic attributes of nurses'knowledge, skills and attitudes in practice, which are reflected in clinical nursing, professional development, supplementing professional knowledge and improving operational skills. A survey of core competence of professional nurses in operating rooms. To cultivate acute clinical observation and critical thinking ability; to cultivate nurses'communication and interpersonal skills; to cultivate the ability to use information and resources. Different levels adopt different assessment methods to objectively evaluate whether nurses have reached the level assessed by the management committee. Low-level nurses pay attention to the basic knowledge and skills of professional knowledge and skills assessment, through written test; at any time in the work encountered problems can be consulted by the instructor at a higher level, encounter controversial issues can explore each other, the previous one The level instructor has the responsibility and obligation to guide the next level of nurses. This not only allows the next level of nurses to receive training, but also encourages the upper level nurses to consciously learn relevant knowledge and skills and constantly improve themselves.

According to different levels of qualifications, educational background and competence of nurses, the higher the level, the higher the relevant knowledge and skills required, and the stronger the practical ability to solve problems in clinical practice. For the assessment of the same case, the comprehensive ability training for observation and treatment of clinical emergencies is expanded. The training of core competence includes communication and coordination ability, critical thinking ability and scientific research management ability, so that junior nurses can have comprehensive knowledge and skills, and promote the improvement of their nursing professional competence. On the basis of strengthening basic nursing operation, head nurses of each department are responsible for examining specialized operation. After the intensive operation must be simulated training, the doctors who pass the examination will have different understandings of the feelings and health of the disease. The core competence training can help the nursing staff to examine the usual care in daily work from the perspective of the patient. Behavior, intuitively feel the difference between the two image language behaviors of nurses and experience different service feelings. Actively reflect on and correct deviations and deficiencies in nursing work, and develop effective nursing measures in a timely manner.

Evaluation of Core Competence Training Effectiveness 21 nurses were trained in the operating room from January 2017 to January 2018. The effect was evaluated in all stages of core competence training. The core competence evaluation Table is shown in Table 1.

Table 1Evaluation of Nurses' Core Competence

	Good	Commonly	no
Self-confidence is to improve	18	3	0
Is learning initiative strengthened	21	0	0
Is Emergency Response Capacity Strengthened	16	5	0
Is Risk Awareness Strengthened	18	3	0

For the new nurses, they are required to master the basic operation, various systems and basic skills in the operating room within half a year. They are required to adopt the methods of centralized teaching and specialist teaching. At the same time, they are assessed by stages to urge the newly graduated nurses to master the above contents skillfully after they have reached the basic understanding. Exercise nurses collect and share data according to clinical problems, analyze the crux of the problem, put forward various feasible solutions, and emphatically improve the clinical practice and thinking ability of nurses. The anatomical position and structure involved in the operation, the operation method, the operation procedure, the operation characteristics and the cooperation skills, as well as the special habits of the surgeon, are closely coordinated by the instructor and the trainees, and the key links in the operation cooperation process are practically drilled. Let trainers combine theory and practice in personal experience, repeat drills, and strengthen training. In addition, high-level nurses specialize in specialists, and the theory and skills of the specialists are continuously strengthened. The “Research“ pointer convened a meeting of the operating room nurses and the medical staff of the operating department, patient representatives, etc. to discuss the decision-making improvement measures and report to the nursing department for approval.

4. Discussion

In order to keep calm, stable and active in the progress of operation, we should have an advanced psychological preparation for possible nursing cooperation during operation. The simulation training of nursing rounds creates a cooperative and relaxed learning environment for junior nurses through organized, planned and systematic training. To mobilize the learning enthusiasm and initiative of junior nurses, its ultimate goal is to enhance the satisfaction of patients and other related aspects. It is a more scientific means of quality promotion, an advanced method to ensure that the quality of nursing continues to maintain a high level, which is an eternal goal of quality management. The development of targeted training content and forms fully mobilized their subjective initiative and enthusiasm for learning, established a development direction for nurses' career planning, and also met the nursing career of “improving the level of nursing technology in several specialized fields“. development trend.

Core competence training for junior nurses is a new training method, which overcomes the shortcomings of traditional teaching. The training group of department professional core competence is responsible for planning the whole training plan, including operating room professional theoretical knowledge, operational skills and so on. The insufficiency of clinical nursing ability may be related to the short working time and insufficient experience of junior nurses and the inability to apply the theoretical knowledge to clinical practice. Therefore, for junior nurses, post competency should be the core, and the frequency of training should be increased appropriately to improve the training effect. In addition, it is worth noting that some hospitalized patients believe that nurses do not need to have independent learning ability. The likely reason is that there is a difference in the demand for quality care services among inpatients due to differences in education, occupation, and age. Therefore, it is necessary to improve the ability of all aspects of the nurse to provide high-quality services to patients and further improve patient satisfaction.

It is imperative to train nurses with professional core competence. According to the content of the core capacity building module, the training work is deployed in the form of annual plan and quarterly arrangement, and the implementation of the work is promoted through quarterly summary and annual summary. The construction mode of core competence has been continuously improved. As a new force and reserve force of professional nurses, the training effect of junior nurses not only affects the quality of cooperation in operating room, but also affects the life safety of patients. Nursing is characterized by its academic and practical nature. Only by mastering multidisciplinary knowledge and long-term clinical practice, can the core competence level of nursing be improved. Great progress has been made in enthusiasm for work and working ability. Patience, diligence in eyes, diligence in mouth, diligence in hands and diligence in mouth have been fostered. A number of excellent nurses who love their posts and devote themselves to their work have been trained, and

the nursing team has been stabilized. Trained nurses, independent work ability, health education. In the core competence training, the skills of the low-grade nursing staff in the operating room were trained, and the various abilities of the nursing staff were improved through observation and special education. Therefore, compared with the nursing staff who only implement risk management, the nursing staff who have conducted core competence training have better performances.

5. Conclusion

This paper investigates the role of core competence training in the training of junior nurses in the operating room. Encourage self-study, attach importance to the communication between morning meeting and work, and do not occupy the rest time of nurses and other reasonable and scientific characteristics. It can improve its skill operation, emergency rescue, safety management, disinfection and isolation, specialist theory and other assessment results, reduce the incidence of adverse events and the operating room is a professional and special nursing unit. The working environment, nature, nursing technology operation and ward are inevitably different. The cultivation of nurses' core competence plays an important role in the construction of nursing staff in the operating room and the training of nursing personnel. It is helpful for the professional growth and development of nurses in the operating room. It is worthy of further study. And promote use.

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