

重症心身障害児（者）病棟に勤務する「若手看護師」の やりがい感について

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Motivation of young nurses who work at a ward where children and persons with severe motor and intellectual disabilities are treated

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要旨

重症心身障害児（者）病棟は、言語的コミュニケーションが困難な患者が多く、患者自身が看護に対してどのように受け止めているかを把握することが難しい。特に、経験年数1～3年の「若手看護師」（以下若手看護師とする）は、患者の反応を捉えることが困難なため、やりがいを感じ難いのではないかと考えられる。そこで、A病院B病棟において、「若手看護師」がどのような時に達成感ややりがいを感じるかを調査し、若手看護師が自己の成長を感じるための先輩看護師の支援の在り方についての示唆を得た。その結果、看護ケアに対する患者からの承認と、自己の成長を感じられる成功体験が、看護のやりがいに繋がっていることが明らかになった。また、やりがいに繋がる達成感を得るためには、先輩看護師や上司による明確な目標設定が必要になり、そのためには重症心身障害児（者）病棟独自の技術支援プログラムを構築する必要があることが示唆された。鳥取臨床科学 12(1), 20-27, 2020

Abstract

In a ward where children and persons with severe motor and intellectual disabilities are treated, many patients are likely to have verbal communication difficulties. Thus, understanding patients' response to nursing care is difficult. Such a problem often appears in young nurses with 1 to 3 years' experience and this may hinder their motivation. We conducted a study in Ward B of Hospital A to elucidate the specific types of situations that affect young nurses' motivation and the support of senior nurses that results in the realization of skill improvement in young nurses. The results showed that trust from patients regarding nursing care and the realization of skill improvement (e.g., successful experience) were associated with young nurses' motivation enhancement. Senior nurses and managers should set specific goals for young nurses so that young nurses can obtain a sense of accomplishment, which would result in higher motivation. To achieve this, a specific skill improvement program for nurses working in wards for children and persons with severe motor and intellectual disabilities should be created. Tottori J. Clin. Res. 12(1), 20-27, 2020

Key words: 若手看護師, 重症心身障害児, やりがい感, 自己効力感, 非言語的コミュニケーション, 技術支援プログラム; young nurses, children and persons with severe motor and intellectual disabilities, motivation, self-efficacy, nonverbal communication, skill improvement program