
Assessing Nurses Preparation of Using Nursing Process Kardex Based on Adkar Model in Iran University of Medical Sciences's Hospitals

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Background and Aim: The world is changing and one of the most prominent features of the present era is the dramatic and lasting changes. Changes in the health care industry, especially in hospitals, have often been unsuccessful, due to lack of staff readiness and lack of necessary conditions for change. The purpose of this study was to determine the readiness of nursing employing on nursing process kardex using ADKAR model in hospitals of Iran University of Medical Sciences.

Method: This descriptive-analytic cross-sectional study was conducted among 320 nurses working in the educational and non educational hospitals of Iran University of Medical Sciences. Sampling was done by convenient sampling method and in each hospital, the number of samples was selected based on a proportion to the total number of nurses of that center. In this study, Demographic questionnaire and ADKAR's questionnaire were used. The validity and Reliability of the tools were measured (using the Cronbach's alpha and general score was 0.927). Data were analyzed by SPSS software version 16.

Results: Based on the results, 95% of participants were female. The average age was 31.86 and the work record was 8.21 years. Most participants had undergraduate and formal education. 67.2% of nurses were in educational centers. The results showed that according to the required score (score above 3) by the majority of samples in all components of ADKAR's model, nurses working in hospitals of Iran University of Medical Sciences have readiness to use nursing process Kardex.

Conclusion: The purpose of this study was to determine the readiness of nursing employing on nursing process kardex using ADKAR model in hospitals. The results showed that more than half of the nurses have readiness and ADKAR model was suitable to assess their readiness. Preparedness can lead to a positive attitude towards change, and given the role of positive attitude in the process of implementing changes, one can reduce potential resistances to changes and the duration of implementation, as well as the cost of change projects.

Keywords: Change Management, Readiness for Change, ADKAR Model, Nursing Process