

Available online at www.sciencedirect.com

ScienceDirect

journal homepage: <http://www.elsevier.com/journals/international-journal-of-nursing-sciences/2352-0132>

Original Article

Study of an evaluation index system of nursing undergraduate employability developed using the Delphi method

Bi-Rong Ye^a, Xiao-Ying Jiang^{b,*}^a Department of Nursing, Xiamen Medical College, Xiamen, China^b School of Nursing, Fujian Medical University, Fuzhou, China

ARTICLE INFO

Article history:

Received 6 December 2013

Received in revised form

10 April 2014

Accepted 22 April 2014

Available online 9 May 2014

Keywords:

Delphi technique

Employability

Education

Nursing

Baccalaureate

ABSTRACT

Purpose: To establish an evaluation index system of nursing undergraduate employability.**Methods:** Two-round expert consultation using the Delphi method and involving 26 nursing experts nationwide.**Results:** The usable response rates of the 2-round consultation were 89.7% and 100% in the first and second round, respectively. The specialist authority coefficient was 0.869 and the coordination coefficients were 0.205 and 0.212 for the first and second round, respectively, both were statistically different. The evaluation index system comprised four first-level indexes, 13 second-level indexes, and 82 third-level items.**Conclusion:** High positivity representative of the consulted experts enabled the construction of a reliable index system that can be used as a reference for cultivating nursing undergraduate employability.

Copyright © 2014, Chinese Nursing Association. Production and hosting by Elsevier (Singapore) Pte Ltd. All rights reserved.

1. Introduction

The concept of undergraduate employability was first proposed by domestic scholar Zheng Xiaoming in 2002, representing the overall abilities undergraduates obtain from learning and the holistic development of qualities for

realizing their ideal form of employment and forming their sense of self-worth in society [1]. While it is widely accepted, many scholars have elaborated on the structure and content of employability from varying perspectives. As an evaluation parameter, employability directly reflects school-running benefits, undergraduate competitiveness, and social value of education [2]. Under the National Ministry of Education

* Corresponding author.

E-mail address: jiangxy320@126.com (X.-Y. Jiang).

Peer review under responsibility of Chinese Nursing Association



ideology “to reinforce undergraduate teaching and improve teaching quality”, this study, which involves “overall-quality management orientation” [3], aimed to construct an evaluation index system of nursing undergraduate employability for examining the quality of nursing education by evaluating the employability of nursing undergraduates, and then providing suggestions for educational reform and development.

2. Methods

2.1. Task team establishment

We established a task team consisting of a graduate student, a tutor, and three instructors. To ensure that the study ran smoothly, team members established a research framework, designed the questionnaires, and coordinated the study throughout in addition to collecting and analyzing data.

2.2. Questionnaire compilation for expert consultation

We retrieved relevant literature from both home and abroad, and used semi-structured interviews to establish the item pool. An expert in psychology audited this item pool, and we compiled a questionnaire for expert consultation based on the item pool. The questionnaire contained the following: (1) Instructions on the research content, background, time returned, contact information, and acknowledgment. (2) A portion consisting of related concepts such as employability, three forms corresponding to every class index, and additional notes on revisions from the experts. Based on the importance of the evaluation indexes, a score of 1–5 was assigned to denote the least to most important item in sequence. (3) A form for gathering general information, determining familiarity with consultation, and self-assessment.

2.3. Selection of experts

We used the following inclusion criteria for experts to ensure the authority, representativeness, and reliability of our results: employed at a baccalaureate nursing college or upper first-class general hospital for >15 years with a senior title, bachelor’s degree or higher, and volunteered for the study. The literature indicated that 15–50 experts would be appropriate [4]. Taking geographical distribution into account, we selected 29 experts from 15 provinces. This study involved 18 baccalaureate nursing colleges and 11 upper first-class general hospitals.

2.4. Two-round consultation

In the first round, we distributed the questionnaire to the experts by e-mail or in person. The experts evaluated the appropriateness and importance of the items in the questionnaire. In the second round, we improved the questionnaire through group discussion based on the information obtained from the first round. Using 2-round consultation, we were able to formulate opinions.

2.5. Establishment of filtering criteria

We removed items with a score of <4 or coefficient >20%. By consulting the literature, opinions of the experts, and through group discussion, we modified, removed, or added items.

2.6. Statistical analysis

We used EpiData 3.1 and SPSS 13.0 to record and analyze data, respectively. Rate, mean, and standard deviation were used in descriptive analysis, which yielded initiative, authority, variable, and coordination coefficients. We performed significance testing for coordination coefficients that were statistically different ($p < 0.05$).

3. Results

3.1. General characteristics of the experts

Of the 29 experts approached, 26 returned the questionnaire. The experts were from 17 baccalaureate nursing colleges and nine upper first-class general hospitals in 21 municipalities of 15 provinces and aged 42–58 years (range: 51.4 ± 4.4 years). Two (7.7%) had worked for >15 years, 6 (23.1%) had worked for >20 years, and 18 (69.2%) had worked for >30 years. Fifteen (57.7%) had master’s and doctorate degrees; the rest had bachelor’s degrees. Among the 26 experts, three held senior vice titles and 23 held senior titles; 17 were presidents and nine were nursing directors, including 10 with “double qualifications” (38.5%) and 23 post-graduate tutors (88.5%).

3.2. Initiative coefficients

We collected 89.7% and 100% of the questionnaires in the first and second round, respectively. Thirteen experts (50%) provided constructive suggestions in the first round, while five did the same in the second round.

3.3. Authority coefficients

An authority coefficient (Cr) depends on the familiarity with the field (Cs) and criterion (Ca), i.e., $Cr = (Cs + Ca)/2$ [3]. Five degrees of familiarity were valued from 0.2 to 1.0, indicating lowest to highest familiarity in arithmetic sequence. We divided the criterion into more, medium, and less in sequence, including theoretical analysis (0.3, 0.2, 0.1), practical experience (0.45, 0.35, 0.2), literature at home and abroad (0.2, 0.15, 0.1), and subjective judgment (0.05, 0.05, 0.05). The authority coefficient was 0.869, with 0.838 familiarity and 0.900 criterion.

3.4. Coordination

Coordination depends on variable and coordination coefficients. The variable coefficients fluctuated between 7.9% and 28.6%, and 7.6% and 21.0% in the first and second round, respectively. The coordination coefficients in the first and second round were 0.205 and 0.212, respectively. Both

Download English Version:

<https://daneshyari.com/en/article/2655873>

Download Persian Version:

<https://daneshyari.com/article/2655873>

[Daneshyari.com](https://daneshyari.com)