

Background

- Hospital X and Hospital Y are part of the Z Hospitals Group, the biggest hospital group in Indonesia with a positive community brand.
- Stakeholders report no mentoring program for nurses.
- Mentoring is an effective strategy to improve professional development (Shermont et al., 2019).
- Mentoring programs assist mentees in feeling valued, part of a team, and not isolated, and help with development of knowledge and confidence (Johnston et al., 2020).

Purpose

- To develop, implement and evaluate an interventional mentoring project for nurses at Hospitals X and Y.

Method

- Formal mentoring program utilized one-to-one mentoring pairs of an experienced nurse (three years or more experience) with a newer nurse (one year or less experience).
- Nurses were selected in collaboration with hospitals' nursing divisions.
- Mentoring participants completed surveys both pre and post mentoring intervention.
- Project utilized two instruments:
 - Nursing Profession Self-Efficacy Instrument, with acceptable Cronbach's α (Cronbach's $\alpha = 0.83$) and adequate support for validity (Caruso et al., 2016), and
 - Nurses Professional Values Scale-Three, with high scale reliability (Cronbach's $\alpha = 0.94$) and moderate construct validity (Weis & Shank, 2017).

Results

Table 1. Test of Normality with Shapiro-Wilk

Variable	n	P-Value
Pre self-efficacy	50	.09
Post self-efficacy	50	.12
Pre nurses' professional values	50	.7
Post nurses' professional values	50	.02

- Shapiro-Wilk normality test revealed pre-intervention efficacy, post-intervention efficacy, and pre-intervention professional values were normally distributed.
- Post-intervention professional values were not normally distributed. A p-value < 0.05 means that the distribution is not normal.

Table 2. Tests to Compare the Means of Two Samples

Variable	n	Mean	Median	SD	Min	Max	P-Value
Self-Efficacy*							
Pre	50	60.10	59	10.96	38	86	< .001
Post	50	74.24	75.50	8.03	58	93	
Nurses' Professional Values**							
Pre	50	89.18	88	11.10	64	118	< .001
Post	50	114.78	113	8.54	99	132	

*Paired Sample t-Test

**Wilcoxon Matched-Pairs Signed Ranks Test

- Paired sample t-Test and Wilcoxon test had a significance value of $p < 0.001$, with a significance level of $p = 0.05$.
- There is a significant difference between the mean values of the nurses' self-efficacy and nurses' professional values before and after the mentoring project.

Discussion

- Average self-efficacy values of mentors and mentees increased from 60.10 to 74.24.
- Mentees grew more confident and became more assertive, consistent with research (Piper, 2018).
- Average nurses' professional values of mentors and mentees increased from 89.18 to 114.78.
- Findings support the idea that formal mentoring programs can develop professional nursing values in less experienced nurses when compared to other colleagues who do not follow formal mentoring programs (Gazaway, 2018).
- Areas of impact include improved patient outcomes and nurse retention, as a result of increased nurse self-efficacy and professionalism (De Grande et al., 2018; Shikuku et al., 2019).

Conclusion

- Mentoring project provided solid evidence for the importance of mentoring and the implications for nursing practice in Indonesia.
- Recommendation to hospital management: make nurse mentoring a sustainable, long term program; include study of nurse retention rates and job satisfaction.
- Incentives for senior nurse mentors would help to enhance appreciation for the additional effort that good mentoring requires.
- Project enhances global professional nursing practice by demonstrating an innovative new mentoring program in Indonesia, and contributing to the international body of mentoring research.