

**S**UCCESSFUL TRANSITION of new graduate registered nurses (NGRNs) into practice is crucial. The demands on the new nurse are increasing as the patient population is presenting with

6 5! H@! HG .9GJR4&7G )!G  
@BK.HB@0 GJ H@K PG @@53@  
! G! @9

### Literature Review

) +! G)! @G @G 1PG +@ H  
1 G! +@ H@KH30!B3% G@\*  
( @0 B@H1H31FK@3M @% B  
+B@)! G 3B@: K! 1HPGKB G3KH  
30!9G 3B@K +B3% @53@  
HK@3M @! @ B B@)!1G! @GEG  
EK553@M G G@(@0 @G@ B  
6 1! @B1 G +@G G 3! @ JR4JC  
33! GP11 G .@PG! 1 B) G  
K@PGR4! G5! H@HG.9GR4&C  
. @) G! HG .9GJR4R7G G@! 1H  
G G @HK PG@K1  
1GM @..GJ\*0 31H) GK@3M @@H  
3%G4D8 G6 5! H@! HG .9GJR4&7G  
K@! @G3N! @K@3M @@HB@ M  
!!1@53@ G @N3G H31 .G  
5@(@0 BGN+) G) MG !!1G+1  
5. !G%G0 3@GH) 1G4RGP! @  
6 33 !G HG.9GR4! G .@) G HG.9  
JR4R7G .@) G 1 G 3..! (K! B  
6JR4R7G@53@ G 1G3M @..G4J\*  
0 31H) GHK@3M @@HG3%GD@8  
6N+) G @55! G3G98 G%# @!  
%#) G 3) 3@B% BG PGN+) )  
H0! G)! G@(@0 GN B3K..PG4H\*  
( @H) G! H@! G@ 1+Q H317G30 \*  
5 @ GGGD8 GJ\*0 31H) GK@3M @  
5 @B@HG+0 5.!0! 1HH31G3%GH!  
G5@(@0 9G 33 !G 1 G 3\*  
KH) 3@GJR4! 7G@K1 G@+ @@G  
BK.HBGN+) G4J\*0 31H) GHK@3M @  
! @ B@!(G@0 GJ8 G4G)! G @P  
P! @B%G@(@0 G0 5.!0! 1HH31  
H@G98 G4G H! @P! @  
3M! @G @N! @G H) +G 1  
K1GJR4! 7G@53@ G HG@0 G  
1 H31 ..PG@5@B 1HHM GB 0 5.!  
3%G!N.PG+!1B @(+H) @ GK@\*  
!BG K@!(G)!G!(+1+1(GP! @B%  
H!+@ @! @G )!G@B @)! @  
%K1 G 55@O@ H.PG4D@8 G3%  
1!N.PG+!1B G BG! MGH!+@  
%@GK@H(G3 GN+) +G)! G@H  
P! @ 1 G 55@O@ H.PGI@8  
.! M@H) +G@P! @G  
+H31 ..PG@B @)! @B@K1  
G@. H31B) +5G!HN!!1GHK@3M @  
1 G H!1H@ %HPGKH30!BG !  
@ G G @ GJR4RG K%#.  
3)! G ? @1\* .. BG G H4(\*  
K..GRR2G 5! H@HG.9GR4&





30 5.!H1(G@+1+(G 3 K.!BG 1  
H0!G5!1HN+H)G)!G EG I  
)3K@G.H.7G)!G0!G5!1H4G!  
5@!5H1(G@. H31B)+5G PGH!  
EG1 GK@G@!5H@N B  
3..! H G)@K()GK@M PEGHEG1  
4J@ 31H)EG  
+H31 ..PGH!G5!1H@G  
1+Q1(G)!G@+1+(GN BG 3..! H  
PGH!G#HG 33@+1 H@G)!G#H  
33@+1 H@N!@GK@M P! G 3KH  
H!G 0 3K1H@G%G0!G@" JG



# (3

%) 1

% ) 1  
# #, (8438 -47 , (; @.

	Q Q +
%%	43941
74: 5	74: 5
	' ( 1 , 8

: 2 ) , 7 Q , +

# C, 03 @ : 3 B

8 Tc [( )85]TJ 0.4713 0 Td [( )11]TJ 0.54503 0 Td [<0F>.54503 4(8 Tc [( )85]TJ 0.4713 0 Td [( )11]

4

H3H.GHK@3M @@HG3%GH! G  
( @K5@ EG30 5 @ @B@)!G+0 #G  
! G 31H@.G @K5G)!G G @K5  
) G GHK@3M @@HG3%64888  
N)+!G)!G+0 #H G 31H@.G @K5  
) G G JE9 8 G HK@3M @ @H  
6 / RRR7G  
6\$3 : . 6 , 476 + 64 ;'+\$41  
)!GH3H.G31(3+1(G0 +H1 1 !  
3B@! @ G4G)!G G @K5  
N BGI 4" &G4G)!G 3B5+H. @ HH(  
N)+) G+H .K !BG1!NG1K@ G 1  
5 @ !5H @553@K1+PG3B@G+0!  
B5!1H@G 30 5.!HG @ 3 K.!B  
1 G% !\*H\*% !GH0!G !HN!!1  
G 1 G 5 @ !5H @ N+H)+1  
HM @ !5H @ +57@HIG33@+  
1 H@+0!G@G@ 1+Q G1 @ +1\*  
H+1G)!G @ (@ G!.. @H31G3B@  
% @ G @ (@ G 30 5.!H31 G1



6JEG 8 7G)!B G H BK553@G H G  
B-HK@ G!M+!1!\* B G  
5@(@0 G @BK.HG+1G ! @ B  
HK@3M @ G.+0 +H31G3%G)+B  
BHK PGG H-G K@ 3M @1.P  
G\*P! @5! @3 9G H! @31(+HK +  
1 .GKH +BG3% G G5@\*  
(@0 B3K1 G GKH@3M @@H  
!.+!B3M @H!GG)!G G@\*  
(@0 G ! 30!BG%..PG+1H(@H  
+1HG)!G@ 1+Q H31G 3@ O 0 \*  
5.! G .@)G1 G3..! (K! BGR4R7  
%K1 GKH@3M @%@H!+@%@H  
3)3@GN BGD948 GH)3K()GH)+B  
+0 5@M GHG 9 8 G PGH!G%  
3)3@G  
B4(GH!G@5. !0!1HG 3BB  
@53@ G PG )!G !N+1G @K5  
6JRR27G)!G 3B-G 1 .PB@G 3NEG  
53B+HM G GN)!1KB4(G B-HK \*  
HK@ G G@(@0 G30 5 @ GG  
.+0 +H G@(@0 GN+)GG3B@M  
+1(B3%D I &G! @ G@G%5! 7M 5G5!N

%) 1  
 (\*: 1 9043 4- %49 1 , ; , 1452 , 39(3+! 3. 40. 4894- %8" " 74. 7(2 5, 7 #

, 8* 75943	4895, 7 #
( (%%5@; 3DB:=>; 3<B 71:C23A; =2C3 1=<B<B23DB:=>; 3<B/ <2 E30A7B 23DB:=>; 3<B <7: (( (%%5@; 3DB:=>; 3<B =ABJ #C; 03@-4# &# A B/ B) E77B2 B3 (( (%%5@; J	
! 3. 40. 4895, 7 #	
" 74. 7(2 (09 3(3*, 0* 1+, 8<,) 80 2 (09 3(3*, (3+ 2 4+: 1 7; 0438	
): 85) 443582-7, 367 &3:3/ A3 B 3 B- 1=: >:3B (( %; =2C3A/ <2; 33BE B >@13>B-@ # &# 6=C@G @B + 4@-53 03<34B@B 6=C@+ + J	
5') 4735 443582-7, 367 &3:3/ A3 B 3 B- 1=: >:3B (( %; =2C3A/ <2; 33BE B # &# + >@13>B-@=C@G @B + 4@-53 03<34B@B 6=C@+ + J	
! -7) 335 -2%735 36773 5+92-< " " 53+5/d *35 2) -(7 3 A>3<B=@/ <77-5 (( %>@5@; + A7B 1==@7/ B-@=C@G @B + 4@-53 03<34B@B . J / DB @53 <C; 03@-4# &# A>3@ (%A7B - 6=C@+ + J . J	
) 0 &5/732 367 3:30 @B-@:C<16 4=@# &# / <2 >@13>B-@/ 7@ ( (%/ >3: >7/ E/ @32 B # &#	
%49 1! 3. 40. 4895, 7 #	

# &# <3E 5@2C/ B @57AB @2 <C@3 (( % B@<A7B< B- >@1B13

%) 1  
 % 734; , 7 489\$( ; @. 8 (\*: 1 90438

	472 : 1	%, , <@ 74: 5	43, 8
% 734; , 7 489( 3+ # ( 9 8			
( C@=DB @1=ABB- @>/ 13 =<3 # &# 7 )'	/		
! 7, 7B2 =<B@: 5@C>	0		
(( % @C>	1		
, 9#, 5( * , 2 , 39 489\$( ; @. 8 -47! 3, # @ %8" 74: 5 ; 8 @ @ + 439741 74: 5 @ &\$			
! 7, 7B2 =<B@: 5@C>	2 / F 0		
(( % @C>	3 / F 1		
" 85239) 56%@-2+6 *3532) 285) : -7, " "	* ( )		
4894- %8"			
\$ <5=7-5 1=AB=4( (%%5@;	5		
) 7' 3673* " " 53+5/d : -7, 32+3-2+' 3676 6%@-2+6	, * +		
3DB:=>; 3<B =AB=4( (%%5@;	7		
3DB:=>; 3<B/ <2 \$ <5=7-5 =ABA=4( (%%5@;	8 7 5		
) 7 3673* " " 53+5/d : -7, ) 9) @41 ) 27%2( 2+3-2+ 3676 6%@-2+6	/ * .		

# &# <3E 5@2C/ B @57AB @2 <C@3 (( % B@<A7B< B- >@1B13

#) &' # \$ # \$ " / G C<3 \* =: # =



3B-B

31.PG%NG!NGK@EG 1G05! H  
G3B@M1(BN)!1G 5.!0!1H(  
1 G +1H+1+1(GG G@(@0 9  
H3 . +3!53@B++5!

Copyright of Nursing Economics is the property of Jannett Publications, Inc. and its content may not be copied or emailed to multiple sites or posted to a listserve without the copyright holder's express written permission. However, users may print, download, or email articles for individual use.