

# 护士层级管理模式对教学培训的实施与效果分析

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**【摘要】：**目的：护士教学中应用层级管理模式的效果和方法，提高护理人员的专业技术和综合能力。方法：对比实施前（2020 年 12 月）实施后（2021 年 12 月）期间层级管理后，以 228 人护理人员为对象，根据学历、业务能力、专科能力等分级标准进行 N0-N4 五个层级管理，比较应用层级管理前后医生及患者对护士的满意度，并比较层级管理前后理论知识和实践技能考核成绩。结果：层级管理后满意度（医生对护士满意度和患者满意度）与层级管理前比较均明显提高，层级管理后护士考核成绩（理论培训成绩，实践技能成绩）与层级管理前比较均明显提高，组间数据对比差异有统计学意义。结论：护士层级管理在培训教学的应用，可明显提高护士整体素质和对护理人员的满意度，对教学培训具有导向作用。

**【关键词】：**护士；层级管理；教学培训；满意度

## Implementation and Effect Analysis of Nurses' Hierarchical Management Model on Teaching and training

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**Abstract:** Objective: To improve the professional skills and comprehensive abilities of nurses by using the hierarchical management model in the teaching and training of nurses. Methods: After comparing the hierarchical management before implementation (December 2020) and after implementation (December 2021), 228 nursing staff were selected as objects, and N0-N4 five levels of management were conducted according to the grading standards of education, professional ability, specialty ability, etc. The satisfaction of doctors and patients with nurses before and after the application of hierarchical management was compared, and the assessment results of theoretical knowledge and practical skills before and after the application of hierarchical management were compared. Results: The level of satisfaction (doctors' satisfaction with nurses and patients' satisfaction) after hierarchical management was significantly improved compared with that before hierarchical management, and the nurses' assessment scores (theoretical training scores, practical skills scores) after hierarchical management were significantly improved compared with that before hierarchical management. There was a statistically significant difference in data comparison between groups. Conclusion: The application of nurse level management in training and teaching can significantly improve the overall quality of nurses and their satisfaction with nursing staff, and has a guiding role in teaching and training.

**Keywords:** Nurse; Hierarchical management; Teaching training; Satisfaction

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# 1 对象及方法

2022 4

## 1.1

N0-N4

1

2020 12 228  
221 96.9% 7 3.1% 2 3  
21-54 90 APP  
131 7 11  
7 58 148  
2020 12 2021 12 7

3

60

## 1.2

60

90

1

|    |                    |          |   |
|----|--------------------|----------|---|
|    |                    |          |   |
| N0 |                    | 12 6     |   |
| N1 | N0                 | 4 4      |   |
| N2 | N1<br>2<br>N1<br>5 | 2 2<br>/ |   |
| N3 | N2 4<br>N2 6       | 1 1      | / |

|    |   |    |   |   |   |   |   |   |   |
|----|---|----|---|---|---|---|---|---|---|
| N4 | 4 | N3 | 1 | 1 | 2 | 5 | 3 | 3 | 1 |
|----|---|----|---|---|---|---|---|---|---|

|    |    |  |
|----|----|--|
|    | 2  |  |
| N0 | 5  |  |
|    | 7  |  |
|    | 9  |  |
|    | 11 |  |
|    | 1  |  |
|    | 3  |  |
| N1 | 5  |  |
|    | 8  |  |
|    | 11 |  |
|    | 2  |  |
| N2 | 6  |  |
|    | 10 |  |
|    | 2  |  |
| N3 | 6  |  |
|    | 12 |  |
| N4 | 12 |  |

1.3

1  
APP

2

100

1 1

1.4

SPSS20.0

T

P 0.05

## 2 结果

1

86.57 %

95.52 %

P<0.05

1

2

82.00 %

92.57 %

P<0.05

2

3

71.71 ±

7.14

87.42 ± 7.09

85.68

± 6.29

90.07 ± 5.02

50%

P<0.05

3

1

%

|  | n       | n  | n   | n  |            | $\chi^2$ | P    |
|--|---------|----|-----|----|------------|----------|------|
|  | 13<br>4 | 20 | 96  | 18 | 86.57<br>% | 6.96     | 0.03 |
|  | 13<br>4 | 26 | 102 | 6  | 95.52<br>% |          |      |

P<0.05

2

%

|  | n   | n  | n   | n  |        | $\chi^2$  | P    |
|--|-----|----|-----|----|--------|-----------|------|
|  | 350 | 57 | 230 | 63 | 82.00% | 18.<br>42 | 0.01 |

|  |     |    |     |    |        |  |  |
|--|-----|----|-----|----|--------|--|--|
|  | 350 | 74 | 250 | 26 | 92.57% |  |  |
|--|-----|----|-----|----|--------|--|--|

P<0.05

3

|   | n   |            |            |
|---|-----|------------|------------|
|   | 228 | 71.71±7.14 | 85.68±6.29 |
|   | 228 | 87.42±7.09 | 90.07±5.02 |
| t | -   | -12.71     | -8.24      |
| P | -   | <0.01      | <0.01      |

## 3 讨论

1

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