

Factors Related to Learning Outcomes in New Healthcare Staff with the e-learning Orientation Program

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Abstract and Objective

The purpose of this study was to explore the factors associated with learning outcomes in new healthcare staff receiving the e-learning orientation program. The data analysis contained 154 valid questionnaires, and 13 staff s' interview contents. New staff in this study had a positive attitude toward e-learning system. Perceived ease of use and perceived usefulness were critical factors for new staffs' satisfaction and continued intention to use the orientation program. In addition, four major themes emerged regarding the e-learning program: acknowledgement of the training program, benefit of e-learning, usability concern, and content suggestion. Therefore, understanding users' barriers and difficulties could improve learning outcome and further orientation program design.

Keywords:

E-learning, New healthcare staff, Orientation programs, Learning outcome, Users' experiences.

Introduction

E-learning has become a popular and formal education as well as a new training method for healthcare staff. The purpose of this study was to explore the factors associated with learning outcomes in new healthcare staff receiving the e-learning orientation program.

Methods

The study was conducted at a 900-bed medical center in Taiwan. A multi-method evaluation was used combining

questionnaires and interviews approaches to explore the influence of e-learning orientation program. The data analysis contained 154 valid questionnaires, and 13 staff s' interview contents.

Results

This sampling including 101 nurses, 17 residents, 14 pharmacists, seven medical technologists, five laboratory scientists, five dietitians, and five respiratory therapists. According to the results, the new healthcare staffs were satisfied and had continued intention toward the e-learning orientation programs. Individual characteristics such as the ability of web-based literature search and the Internet access have significant impact on the acceptance of the e-learning program. Perceived ease of use and perceived usefulness are critical factors for users' satisfaction and continued use of the program. By summarizing the interview content, four major themes emerged as the following: acknowledging the orientation training, experiencing the benefit of e-learning, being unsatisfied with usability of the e-learning systems, and more concerned about the specialized curriculum content.

Conclusion

Overall, e-learning represents an alternative method for the new staff with orientation programs. While new staff generally had a positive attitude toward the e-learning program, ease of use, usefulness, usability and program content are their major concern and could affect their learning outcome.