Abstract

The aim of this thesis is to study the adaptation process in the intensive care units. The theoretical section analysed the adaptation process of nurses with particular focus on methodical instructions, legislation and other specific aspects of the adaptation process, including necessary education for the ICU nurses.

The aim of the practical section was to examine, whether the adaptation processes are done properly and are long enough. We focused not only on the point of view of the management, but also on the feedback from the new employees. A survey was done among the employees of accredited and non-accredited healthcare facilities. By the evaluation of our data, we have managed to accept or deny various hypotheses that were included in our work. Our survey has shown that both executive nurses and new employees think the adaptation process usually proceeds correctly and thoroughly and they do not want to make any changes. Our data have also been used to compare adaptation processes of accredited and non-accredited healthcare facilities. Based on the data from our survey, we have been able to determine, that the adaptation process is significantly better at facilities which are accredited. On the contrary, the nurses working in non-accredited facilities are less satisfied and would welcome changes to the adaptation process.

Apart from the description of legislation and methodical instructions, the other interesting aspect is the difference between various workplaces. The findings in this thesis may be useful for non-accredited healthcare facilities for improvement of the adaptation process, as they would be able to determine, which parts of the adaptation process are superior at the accredited workplaces. That would make employees more satisfied with the outcome.