

INFLUENCE OF MENTORSHIP ON THE RETENTION OF NEWLY QUALIFIED NURSES IN NIGERIA

BY

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DEGREE IN NURSING SCIENCE

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Influence of Mentorship on the Retention of Newly Qualified Nurses in Nigeria" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined influence of mentorship on the retention of newly qualified nurses in nigeria, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of influence; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with influence and mentorship. The study adopted a descriptive survey research design, anchored on the Health Belief Model and the Orem's Self-Care Deficit Theory. A sample size of 401 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 381 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 3.2). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.492$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 8.88, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.28$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on influence.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of influence of mentorship on the retention of newly qualified nurses in Nigeria is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

In recent years, influence has emerged as a central theme in scholarly discourse on nursing science. Globalisation and technological change have intensified both the opportunities and the challenges associated with influence. Longitudinal research by Bakare and Adebayo (2016) revealed that sustained attention to influence yields appreciable dividends over time. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. Findings reported by Alade and Ogunlana (2018) observed that respondents with greater exposure to influence recorded markedly different results. Accordingly, there is a growing consensus that deliberate policy action is required. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

Few subjects attract as much policy interest in contemporary Nigeria as the question of influence. Within Lagos State, the country's most populous commercial hub, the dynamics of influence are observed in their starkest form. Dauda and Bakare (2020), in a survey of relevant stakeholders, concluded that the benefits of influence are unevenly distributed across groups. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. The work of Dauda and Adekunle (2023) extended earlier analyses by demonstrating that mentorship reinforces the effects of influence. Accordingly, there is a growing consensus that deliberate policy action is required. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

In both global and African literatures, influence is now regarded as a key index of institutional performance. Nigeria's federal structure and its diverse cultural geography ensure that the experience of influence varies considerably from one region to another. Research by Dauda and Adekunle (2021) using mixed methods provided particularly rich insight into the mechanisms connecting influence and mentorship. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. The work of Alade and Okonkwo (2023) extended earlier analyses by demonstrating that mentorship reinforces the effects of influence. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. A recurring weakness in the literature concerns the difficulty of isolating the precise influence of {k0} from confounding factors.

The phenomenon of influence, while not new, has acquired fresh analytical urgency in Nigeria. Globalisation and technological change have intensified both the opportunities and the challenges associated with influence. Dauda and Osinachi (2020), in a survey of relevant stakeholders, concluded that the benefits of influence are unevenly distributed across groups. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. Longitudinal research by Aderemi and Adebayo (2016) revealed that