Organizational behaviour during instability: A critical discourse analysis of shared mental model through various forms of acute care learning using mixed methods

Background:
The purpose of this study is to better understand nurses' performance based on training processes. This will determine if group training will increase performance compared to independent training through a shared mental model in a contextual setting of unpredictability mediated by the effects of nurses’ perceptions of patient safety climate. A mixed methods study is conducted using critical discourse analysis of organizational documentation and semi-structured interviews to determine measures of contextual setting when identifying and treating sex trade workers.

Methods: Pragmatic study will analyze two groups of 125 nurses each determining the impact of group and individual training when developing a shared mental model based on performance of identifying trafficked persons. New identification tools will be introduced to identical departments separated geographically that have comparable staff who currently receive identical training.

Results: Little research exists that examines influence of contextual setting of unpredictable environments with shared mental model, and examining the mediating effects of patient safety climate. It is anticipated that this research will produce new findings towards the current body of literature.

Discussion & Conclusion: Beyond the increase to current literature regarding training methods nursing professionals working in an environment of uncertainty, there will also be an anticipated benefit towards the sample populating of sex workers who have increased risk of harm due to recent changes in Canadian legislation (C-36).

Interdisciplinary Reflection: Concepts from the social sciences and business are combined for increased understanding of how training influences the mental model in unpredicted environments.