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Appendix One

WRITTEN CONSENT LETTER

Dear Participant

The researcher plans to conduct the following research:

STRATEGIES TO ENHANCE THE USAGE OF AN E-LEARNING SYSTEM FOR NURSES’ PROFESSIONAL DEVELOPMENT

Please read through the summary below to inform yourself, before signing the consent form.

Currently the potential of e-Learning to deliver flexible and ground-breaking approaches in nursing education is internationally recognised (Moule, 2006: 370). In addition to global pressure the development of e-Learning programmes is fuelled by the Department of Education’s efforts to ratify e-Education through the White Paper on e-Education in South Africa (SA, 2003).

Subsequently the enactment of e-Education in the country can benefit nursing education, because nursing or health science education forms part of the broader educational arena. Due to the severe shortage of nurses (WHO, 2004:9) the Department of Health in South Africa requested that tertiary institutions supply more competent professional health care providers that would include a higher number of nurses, but without compromising the quality in their training (National Department of Health, 2006: 56). The mentioned request of the National Department of Health therefore explicitly includes e-Education methodologies to bridge the gap in nursing educators’ shortage (National Department of Health, 2006:58). In support of the Department of Health’s statement Strother further suggests that effective learning will be impossible without e-Learning in future (Strother, 2002:1492). This is an indication that e-Education has an important role to play in education and continuous professional development of nurses.

However, the shortage of nurses in Africa follows in the wake of the burden of HIV/AIDS, tuberculosis, malaria and the brain drain of registered nurses to developed countries (Akpabio, 2005:8). This shortage is exacerbated by the fact that continuous professional development lagged behind in most African countries. South Africa, all the same, is not untouched by the quest for more competent nurses in situations where HIV and AIDS cripple the health practice (National Department of Health, 2006:26). How do we sustain more competent nurses, without compromising quality?

Presently Mindset Health, that forms a part of Mindset Network, developed an innovative e-Learning system to deliver quality education on a mass scale in order to address the current need of nurses, especially in HIV and AIDS management, in South Africa. The system, developed by Mindset Health, is an e-Learning system, that necessitates self-directed learning from nurses. From an educator’s perspective this learning system is meant to be the solution to the professional development of nurses, because it is installed at their workplace and they can learn at their own pace. Contrary to the expectations of the developers at Mindset Health as well as the logic thinking of nurse educators, clinical nurses are not utilising this e-Learning system (Mindset Health, 2007:5).

In pursuit of education and professional development for nurses the researcher, as a clinical nurse and educator, was confronted by this unexpected response of nurses, especially as the
system was meant to be the very 'solution' to their professional development needs. The mentioned response of nurses urged the researcher to investigate this actuality. The following research questions emerged: How can the usage of the Mindset Health e-Learning system be enhanced in a public hospital setting? Which strategies can be developed to enhance the use of the Mindset Health e-Learning system for nurses' professional development?

5. Aim and Objectives

This research aims to enhance the use of the Mindset Health e-Learning system for nurses' professional development in a public hospital setting. In order to formulate strategies to enhance the use of the Mindset Health e-Learning system for nurses' professional development the objectives of this research are to

- explore the underlying teaching and learning theories for e-Learning;
- determine and explore the determinants for effective e-Learning;
- explore the nature of nurses' professional development;
- determine the reasons why the Mindset Health e-Learning system for nurses' professional development is not utilised effectively by nurses in a public hospital setting; and
- develop strategies to enhance the use of the Mindset Health e-Learning system for nurses' professional development in a public hospital setting.

In order to collect data, the researcher requests your written consent to participate in this research.

The researcher herewith commits himself to regarding all data as confidential.

Thank you

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Participant                                      Researcher: Dr A J Pienaar
Appendix Two

Brief exhibit of transcript

Respondent 1: the problem is that, if we say it should be shared, neh!, most of the clinic is from in the morning until 16 hours or sometimes is till and to 17 hours or 18 hours and we will find that most of our community most is HIV "mmh!" so they need information some they are from the areas whereby they don't have information about that for them they are going to benefit for their side, so for the side of the students, to go that side understand is within the patient doing that for getting information you are searching you are going to disturb the other patient, now i understand "mmh!" if it is in the library for the personnel, they will go there, then will do everything that will get your information and then you go out to ...

Researcher: so what I am hearing that you say it must be a voluntary process "mmh!" and not the process that says you are enforced to update yourself, what is the professional development eh, process then that you want to receive as ...

Respondent 4: no! sorry!, that one is a good idea she said that must be scheduled at least once a week "mmh!" because we can release maybe one nurse one professional nurse to go and get information.

Researcher: mmh! Mmh! So it's more structure "mmh!" more schedule "mmh!" to some part of the system.

Respondent 3: perhaps even during the week, it's not as busy as the weekend "mmh!" "ah!"

Researcher: mmhh.

Respondent 4: but you will know that on this day somebody must go and get information "mmh!" "mmh!"