**Adoption of New Technology in Nursing**

Implementing new technology in the healthcare system can sometimes be met with resistance from the nursing staff. Those in charge of implementing the new technology should be able to apply appropriate strategies to convince other nurses on the benefits of the new technology. As a nurse facilitator, it is essential to address various concerns raised by a nurse on the ease of using EHR system in their line of duty. The first step is to inform the nurses at the local hospital on the relative advantage of EHR. Nurses should be able to understand that the new EHR technology will help make their work easy. The nurse facilitator should enlighten the nurses how the electronic health record system will be useful in retrieving as well as keeping patient health records. EHR system is beneficial technology that will enhance work efficiency of nurses at the healthcare facility (Rogers, 2003).

It is vital for the nurse facilitator to inform the nurses at the local hospital that by adopting the electronic health records system, their jobs will remain secure. One possible reason that the nurse may resist adoption of the new technology is the fear of losing their jobs (King *et al.*, 2014). However, by assuring them that the EHR system will not affect their jobs can help address their worries and change their attitude to the new technology (Rogers, 2003).

The nurse facilitator should give all details to the nurses on how the EHR system will impact the healthcare facility. It is essential for the nurses to prepare themselves for the new technology so that it can be implemented efficiently. The presentation should be delivered in a clear and concise manner for each of the nurses to understand the electronic health records system (King *et al.*, 2014).

To increase the usability of the new technology at the local hospital, the nurse facilitator seeks views from the nurses before implementing the technology at the hospital. The nurses should be allowed to try the new technology before the actual adoption (Rogers, 2003). By allowing a trial period, the nurse who will be the main users of the technology will be able to identify possible challenges that they may encounter when the EHR system becomes fully implemented at the hospital. Moreover, the trial can help the nurses to identify the potential benefits of the EHR system (King *et al.*, 2014).

The nurses should be able to understand the compatibility of the EHR system with the existing values and practices at the healthcare facility (Rogers, 2003). The nurse facilitator should inform the nurses that the electronic healthcare records system will align with the current practices at the local hospital. The EHR system as new technology is meant to facilitate and align with the organization culture and the way of carrying out different processes.

The nurse facilitator should be present observable results of previous success of the electronic healthcare system. To enhance the confidence in the new technology, nurses should be shown proof of other healthcare facilities where the EHR system was implemented and yielded good results. Observable results not only increase confidence but it reduces chances of resistance from the local nurses (Rogers, 2003).

The role of nurses as agents of change in adopting a new technology

For any new technology to be successful, there has to be a team of individuals supporting its implementation in any given place. Nurses serve as agents of change since they spearhead the adoption of innovations such as the electronic health records. Nurses play a crucial role in the advancement of different aspects of the healthcare system. Their role is vital for the patients as well as the community where the facility is located. The nurse is responsible for trying out new technologies before their implementation in the hospitals. Therefore by trying and approving the technology, nurses help to bring change in the healthcare system which enhances healthcare service delivery to the community.

To play the change agent role efficiently, nurses utilize their visionary and facilitation values to determine the potential benefit of the new technology. As a facilitator, an individual nurse helps to bring change by educating the healthcare fraternity as well as the community on the benefits of the new technology. They communicate advice and obtain feedback from the people. Therefore they acquire adequate information that is vital in determining the acceptability of new technology (Rafferty, 2017).

Nurses can use their clinical skills and knowledge to plan carefully, evaluate and implement the new technology. By using their expertise, nurses can highlight various factors before implementing the new technology. Hence through the application of their knowledge and experience in healthcare delivery, nurses serve as agents of change because they implement the technology in the most favorable success that ensures success (Rafferty, 2017).

To conclude with, implementation of new technology requires consideration of various factors. A nurse facilitator should be able to address multiple concerns raised by a nurse on the ease of using EHR system in their line of duty. The nurse facilitator should give all details to the nurses on how the EHR system will impact the healthcare facility. Nurses serve as agents of change since they spearhead the adoption of innovations. Nurses are responsible for trying out new technologies before their implementation in the hospitals.

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