

Deep Understanding about Strategies for Self-resilience of Newly Appointed Nurses; Qualitative Approach

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Abstract

The purpose of this study was to examine existing strategies for self-resilience of newly appointed nurses in National Hospital of Sri Lanka. Authors studied physical, psychological and socio-cultural strategies for self-resilience of newly appointed nurses. The target population of this study was eleven months experiences in various clinical settings in National Hospital of Sri Lanka and number of samples was fifteen. Nurses were selected using purposive sampling method as qualitative study. The data were collected from January to August 2019. According to this study, result outcomes were taken from the fifteen interviews and those findings categorized into three main themes. Some special findings were presented as quotations. Those themes were a) happy and strong mind, b) pretty and healthy life and c) good and loving social bond for enhancing self-resilience. These findings suggest to future generation of nursing profession to increase their self-resilience. Additionally, nurses and nursing administrators learning how to enhance and improve resilience while working in the profession of nursing.

Keywords: *Self resilience, Newly appointed, Nurses, Qualitative.*

Introduction

Nursing is profession within the health care sector focused on the care of individual families and communities. Nurse is a person trained to care for sick or infirm special in hospital¹. Newly appointed nurse is assigned to the nursing duty freshly or recently. Practice is within a prolonged time period and he/she is unable to use discretionary judgement². Registered Nurses were among the top occupations in terms of growth through 2022. As a nursing population face a more daunting future in terms of supply and demand of available nurses to fill open positions³. The shortage is based on nurse's turnover their job due to lack of self-resilience and less job satisfaction⁴.

Emotional changes directly may affect to physical changes such as reduce quality of their work, dispute with work clique, poor concentration, poor judgment, poor time keeping, reduce motivation, avoidance of difficult situation, increase sick leave, increase nervous habit such as nail biting, crying. As well as further describes, these negative stress outcomes can impact not only on the wellbeing of nurses, but also on their ability to care effectively for others^{5,6}.

Resilience is defined as “the human ability to adapt in the face of tragedy, adversity, trauma, hardship, and ongoing significant life stressors”⁷. Zito et al., explained, resilient persons have lower level of depression, respond better to unfavourable feedback, make a positive judgement about others, more productive, have happier work and home live, and have better quality of life, health and longevity⁶. Resilience is the ability of individuals to bounce back or to cope successfully despite. Resilience has been referred to as a personality trait and dynamic process^{8,9}.

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Resilient people can adapt difficult situation in their

life¹⁰⁻¹⁴. Nursing is associated with excessive workloads. Newly appointed nurses face to so many difficulties in their day today practice⁴. In today's world, the nurse shortage is a global issue. and it is Due to the shortage nurses are more prone to making mistakes and medical errors and it leads to turnover^{15,16}. Outlo⁴, revealed the shortage based on nurses' turnover their job due to lack of self-resilience.

There is a nurse shortage also in Asian countries because of nurses' less job satisfaction¹⁷. There is relationship between resiliency and turnover was mediated by job satisfaction and job stress¹⁸. If there were many studies done by the developed countries but lack of evidence in developing countries, South Asian countries and Sri Lanka for identify strategies for self-resilience of nurses. According to the above factor's authors examined existing strategies for self- resilience of newly appointed nurses in National Hospital of Sri Lanka. Authors studied physical, psychological and socio-cultural strategies for self-resilience of newly appointed nurses in National Hospital of Sri Lanka.

Methodology

Research Approach and Design: This qualitative research method provided opportunity and allows newly appointed nurses to speak in their own voice. Newly appointed could explore their own emotions about psychological, physical and socio-cultural strategies that they used for self-resilience. Phenomenological design used as encourage newly appointed nurses to give full description of their experience in newly appointed period and explore strategies that used for their self-resilience.

Study Setting: Participants were experienced only eleven months in National Hospital of Sri Lanka. National hospital is largest and central government hospital in Sri Lanka. Select newly appointed nurses worked in varies clinical setting like medical ward, surgical ward, theatre, and intensive care unit.

Study Participants: The target population of this study was the newly appointed nurses who were eleven months experiences in various clinical settings in National Hospital of Sri Lanka and number of nurses were 15. Nurses were selected using purposive sampling method. This study lead to get details of newly appointed nurses' personal ideas and experiences.

Data Collection: Qualitative data that have been collected into some form of explanation, understanding

or interpretation of the people and situations.

Data Analysis: The data were analysed according to themes which were extracted from data using content analysis. Qualitative data analysis is a process that seeks to reduce vast amount of information often from different sources, so that impressions that shed light on a research question can emerge. Data analysis were consisting of three parts and they are noticing, collecting and thinking about interesting things.

Ethical Consideration: Ethical approval was obtained from Ethical Research Committee of National Hospital of Sri Lanka. Before obtaining ethical approval, permission for data collection was granted from the director. Participants invited through the invitation letter. The informed consent obtained from all participants.

Trustworthiness: This study clearly established credibility, transferability, conform ability, dependability and authenticity criteria as benchmarks for trustworthiness that are relevant to qualitative research.

Results

According to this study fifteen interviews can classified into three main themes. Some special findings were presented as quotations. Those themes were a) happy and strong mind, b) pretty and healthy life and c) good and loving social bond for enhancing self-resilience.

Qualitative findings: themes and quotations for Happy and strong mind for enhancing self-resilience:

(a) Complete attention and concentration: Participants said, when they faced difficult moment, they need to maintain complete attention and concentration for the work. Therefore, the work succeeded in spite of all difficulties. Maintain complete attention and concentration that help to prepare good working environment and it leads keep their mind strong and happy. Nurse 'C' said as follows

'.....Stressful days Then I could do my assigning duty easily and correctly. Therefore, I used to keep my complete attention and concentration to duty.' (Nurse 'C' Interview 03).

(b) Finding mind relaxation hobbies: Participants said, after heavy workload, engage in activities that they can enjoy and find relaxing in their leisure

time. They said it helped them to relaxed and cope with stressful event they faced. They are watching dramas and films, listen to the music. Nurse 'L' said as follows

.... 'After listen to the songs I was assured, and it is helped to away ashamed feelings about me. Now hearing music is my hobby.' (Nurse 'L', Interview 12)

(c) Maintain spiritual practices: Participants explained that they maintain spiritual practices in their leisure time. They said, that they felt liberty after participating spiritual practices such as obtaining Sil, going temple and lightening the oil lamps, worship, praying and participating meditation programs. Nurse B said as follows.

'I usually obtaining Sil on Poya days.... I face to more conflict and critical situations on my day to day practice...I think obtaining Sil is very valuable to my life because after it I feel that I am quiet now. I face to problems successfully. ..' (Nurse 'B', Interview 02).

(d) Developing knowledge and skills: Participants said that developing knowledge and skills was helped to enhance self-resilience. They further explained that they develop their theoretical understanding of subjects regarding their units by participating educational program, self-studying. Nurse 'J' said as follows,

... 'Firstly, I am hesitating, when doing assigning duty because lack of knowledge about our staff, minor staff and about doctors. I took an orientation from our senior nurse. But it was not enough to me.' (Nurse 'J' Interview No:10).

Qualitative findings: themes and quotations for Pretty and healthy life for enhancing self-resilience: Participants said that get better sleep and adequate rest helps them to release body ach and tiredness. Participants also said, they thought about their beauty. Then they explained it helps for healthy life as follows. Nurse N said as follows

'When I faced heavy duty, I came to the quarters and get long hour sleep. I felt better to my body ach after that. I used to sleep get less than six hours sleeping per day. I think it is better for my healthy life...' (Nurse 'N' Interview 13).

Qualitative Findings: themes and quotations for Good and loving social bond to enhancing self-resilience

(a) Maintaining good communication: Participants said it was very valuable to maintain good communication pattern with others. They explained, it is useful to get support from others. Nurse 'H' said,

'.... When I faced trouble in my duty place, I said everything with my friend, and I relaxed my mind. She also gives advice for me.' (Nurse 'H', Interview 09).

(b) Maintaining good relationship with family: Participants said that there is very valuable to maintain good relationship with family to solve day to day problems. Further said, Family reassure them, giving advice, support to the life, give more love, give better care. Nurse 'G' said as follows

'I had faced stressful occasion during twenty four hours duty. We never worked like that in our student period in that times, I went home and tell everything with my parents. They always reassure me and encourage me to success my further duties. It help to do my duty well.' (Nurse 'G', Interview 07).

Discussion

This report shows strategies for self-resilience regarding psychological, physical and socio cultural of newly appointed nurses. Newly appointed nurses struggle with the differences between their academic preparation and the real world of the nursing practice. Because they become frustrated with their work environment. This report present findings about strategies for self-resilience of eleven months experience nurses.

Sierra¹⁹, explained knowledge and skills are necessary for the successful performance or a position. Knowledge is the theoretical or practical understanding of a subject and skills are usually something that has been learned. Gaining well orientation about relevant unit, developing theoretical understanding of subjects of each unit, is essential for to build successful position. Cameron and Brownie.²⁰, suggested developed clinical knowledge, skills and experience as a psychological strategy in a research done in Australia. Gillespie et al. ²¹, also discussed, according to a research done in Boston improving clinical knowledge as a psychological strategy. Then doing procedures repetitive, and gaining ideas from superiors, get advice from them also strength a person's skills. According to above factors developing knowledge and skills is a leading factor to build confident and it helps to good performance as well as to build a position. Enhancing ability, skills and knowledge helps build resilience²²⁻²⁴.

Mckay & Mckay.²⁵ said, attention is a precious resource and further explained it is very valuable to utilize and allocate our attention effectively. According to the study, attention can limit errors. Cherry et al.,²⁶ said, Resilient people are aware of situations, their own emotional reactions and the behaviour of those around them. In order to manage feelings, it is essential to understand, what is causing them and why. By remaining aware, resilient people can maintain control of a situation and think of new ways to tackle problems. Grant and Kinman²⁷, strategies are self-awareness conducted a research in state university of Florida and identified following self-awareness as psychological strategy.

Shneiderman and Bederson²⁸, in USA, explained, “when face with a challenging goal knowledge worker need to concentrate on their task so that they move forward towards completion. Since frustration distractions and interruption can interfere with their smooth progress, designing strategies should enable users to maintain concentration”. Rushton et al.,²⁹ explained that resilient people give attention to the situation. Participants further said, maintain complete attention and concentration that help to prepare good working environment because of limit errors, and it leads keep their mind strong and happy.

Cameron and Brownie.²⁰ in Australia found hobbies and relaxation activities act as psychological strategies. Barker et al.,³⁰ explained as follow, “Laughter can reduce stress and help us feel more positive. Even if you don’t feel ‘in the mood’, making an effort to do fun activities, can mitigate the effects of stress”. In this study participants further said, hobbies hearing music, watching drama cause to keep their mind strong and happy. According to the above factors in this paper, authors found finding a hobby as a psychological self-resilient strategy.

Conclusion

In this study, researchers explored psychological, physical and socio-cultural strategies in newly recruited Nurses in Sri Lanka. In section one psychological strategies were highlighted in four categories; a) maintaining complete attention and concentration, b) finding mind relaxation hobbies, c) maintain spiritual practices and d) developing knowledge and skills. Most of participation builds good relationship with friends and workplace for resilience their new environment, and on the other hand participants practice good communication to build good social bond and keep their mind relax.

Conflict of Interest: There is no conflict of interest

Funding Source: Self-funded project

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