



Report Information from ProQuest

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SEARCH STRATEGY

Set No.	Searched for	Databases	Results
S1	Journal of Nursing Management	Ebook Central, Public Health Database, Publicly Available Content Database	182016*

* Duplicates are removed from your search, but included in your result count.

Factors influencing the self-perceived competencies in spiritual care of nurses in the long-term care facilities

Mei-Li Chen ¹
; Yi-Heng Chen ²
; Li-Chan Lin ³
; Li-Lan Chuang ⁴

¹ School of Nursing, National Taipei University of Nursing and Health Science, Taipei City, Taiwan ² Department of Nursing, Institute of Long-term Care, Mackay Medical College, New Taipei City, Taiwan ³ Department of Nursing, Asia University, Taichung, Taiwan ⁴ Department of Nursing, Chang Gung University of Science and Technology, Taoyuan City, Taiwan

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To identify key factors influencing institutional nurses' self-perceived competencies in spiritual care.

Background

In the past decade, interest in spiritual care has been increasing; however, in long-term care facilities, limited knowledge is available about nurses' competencies in spiritual care.

Methods

The cross-sectional study was conducted with 202 nurses in 11 long-term care facilities. Data were collected in a survey using the Spirituality and Spiritual Care Rating Scale, the Nurse Spiritual Care Therapeutics Scale, the Spiritual Care Competence Scale and demographic questions. Data were analysed using stepwise linear regression.

Results

Study findings revealed that nurses' perceptions of spirituality and spiritual care, frequency of spiritual care provision and self-satisfaction with the spiritual care given all significantly predicted overall spiritual care competence, which together explain 58% of the total variance.

Conclusions

Improving nurses' perceptions of spirituality and spiritual care and encouraging the performance of spiritual care may be an effective pathway to enhance the spiritual care competence of institutional nurses.

Implications for Nursing Management

Additional continuing education on spiritual care topics and the establishment of clear guidance and support from institutional administrators are required to enable nurses to deal with spiritual issues as they arise and improve the quality of holistic care.

DETAILS

Subject: Euthanasia; Continuing education; Spirituality; Perceptions; Social workers; Nurses; Competence; Holistic approach; Medical education; Nursing administration; Professional training

Identifier / keyword:	competencies; long-term care facilities; nurses; spiritual care; spirituality
Publication title:	Journal of Nursing Management; Oxford
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Predictors of patient-centered care provision among nurses in acute care setting

Alhalal, Eman ¹

; Laila Mohammad Alrashidi ²; Abdulrahman Nayir Alanazi ³ ¹ Nursing College, King Saud University, Riyadh, Saudi Arabia ² Maternity & Child Hospital, Ministry of Health, Hail, Saudi Arabia ³ Eradah Complex for Mental Health, Ministry of Health, Arar, Saudi Arabia

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

The study was conducted to assess the predictors of patient-centred care provision among nurses working in an acute care setting. We hypothesized that higher structural empowerment and compassion satisfaction and lower burnout would predict the provision of patient-centred care.

Background

Patient-centred care is a crucial aspect of quality health care and the heart of nursing care. Although previous studies have highlighted some determinants of patient-centred care provision among nurses, there remains a gap in understanding the factors that predict the provision of patient-centred care.

Methods

A cross-sectional predictive design was used. Through random sampling, 255 nurses were recruited from five hospitals providing acute care services in Saudi Arabia.

Results

Multiple linear regression revealed that compassion satisfaction ($\beta = 0.260$ [95% CI: 0.201–0.645]), burnout ($\beta = -0.266$ [95% CI: -0.998 to -0.403]) and structural empowerment ($\beta = 0.273$ [95% CI: 0.462–1.427]) jointly explained significant variance (27.5%) in the provision of patient-centred care by nurses.

Conclusions

The study findings reveal that lower burnout, higher compassion satisfaction and structural empowerment increase nurses' provision of patient-centred care.

Implications for Nursing Management

Leadership and managerial strategies that not only address compassion satisfaction and burnout but also empower nurses are crucial for the provision of patient-centred care by nurses.

DETAILS

Subject: Hospitals; Health care; Empowerment; Patients; Nursing care; Burnout; Nursing; Sympathy; Acute services; Random sampling; Nurses; Leadership; Patient-centered care; Nursing administration

Business indexing term: Subject: Burnout

Identifier / keyword:	acute care; burnout; compassion satisfaction; patient-centered care; Saudi nurses; structural empowerment
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Factors that affect the health status of health care providers—A cross-sectional design

Ya-Ting Ke ¹ ; Chich-Hsiu Hung ²

¹ Department of Nursing, Chi-Mei Medical Center, Tainan, Taiwan; College of Humanities and Social Sciences, Southern Taiwan University of Science and Technology, Tainan, Taiwan ² School of Nursing, Kaohsiung Medical University, Kaohsiung, Taiwan; Department of Medical Research, Kaohsiung Medical University Hospital, Kaohsiung, Taiwan

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore the factors that affect the health status of health care providers.

Background

There is a lack of studies that address the stress, resilience, social support and health status of health care providers.

Methods

Using a cross-sectional study design, 500 participants were recruited from three hospitals which were operated by one entity in southern Taiwan. Data were collected with structured questionnaires. A logistic regression analysis was performed to explore the factors that might affect the health status of health care providers.

Results

Among the 500 health care providers, 345 were healthy and 155 were unhealthy. Health status was not significantly correlated with any demographic characteristics, but was significantly correlated with work stress, resilience and social support, with work stress being an important factor influencing the health status of health care providers.

Conclusions

Health care providers with health issues had higher work stress, less resilience and less social support than did healthy medical personnel. Moreover, work stress was the main factor affecting the health of health care providers.

Implications for Nursing Management

Hospital administrators should conduct a series of health management programmes to identify high-risk employees who might need assistance. Such programmes promoting healthy workplaces are necessary, as well as studies that examine the effectiveness of such strategies.

DETAILS

Subject:

Workplaces; Health status; Social support; Occupational stress; Disease management; Hospitals; Regression analysis; Medical personnel; Resilience; Nursing administration; Demography

Business indexing term:	Subject: Occupational stress
Identifier / keyword:	health care provider; health status; resilience; social support; work stress
Publication title:	Journal of Nursing Management; Oxford
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Pages:	1199-1206
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Relationship between patient safety culture and job burnout in Iranian nurses: Assessing the mediating role of second victim experience using structural equation modelling

Habibzadeh, Hossein ¹

; Baghaei, Rahim ²

; Ajoudani, Fardin ¹

¹ School of Nursing and Midwifery, Urmia University of Medical Sciences, Urmia, Iran ² Patient Safety Research Centre, Urmia University of Medical Sciences, Urmia, Iran

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

The study examined the mediating effect of the second victim experience between safety culture and burnout in Iranian nurses.

Methods

A convenience sample of 298 nurses from five teaching hospitals of Urmia participated in the study. Hospital Survey on Patient Safety Culture, Maslach Burnout Inventory and The Second Victim Experience and Support Tool were used to measure the major variables. We adopted structural equation modelling to examine the hypotheses.

Results

Safety culture was significantly associated with second victim experience and burnout ($p < .01$). Second victim experience had a partial mediating role on the relationship between safety culture and burnout ($p < .01$). The mediating model including major variables showed satisfactory fitness ($\chi^2/df = 2.11$, $p < .01$, Comparative Fit Index = 0.94, root-mean-square error of approximation = 0.062).

Conclusions

Establishing a safety culture is crucial for decreasing job burnout, and second victim experience has an intervening role clarifying how high level of safety culture reduces burnout.

Implications for Nursing Management

Managers should plan to promote safety culture and provide sufficient support to staff involved in the patient safety incident, which could reduce staff burnout.

DETAILS

Subject: Culture; Burnout; Patient safety; Nurses; Safety; Modelling; Teaching; Teaching hospitals; Teaching methods; Nursing administration; Structural equation modeling

Business indexing term:	Subject: Burnout
Identifier / keyword:	job burnout; mediation; nurse; patient safety culture; second victim phenomenon; structural equation modelling
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
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A comparison of middle managers' and paediatric nurses' satisfaction with organisational communication

Doleman, Gemma ¹

; Twigg, Di ²; Bayes, Sara ² ¹ School of Nursing and Midwifery, Edith Cowan University, Joondalup, WA, Australia; Centre for Nursing Research, Sir Charles Gardiner Hospital, Nedlands, WA, Australia ² School of Nursing and Midwifery, Edith Cowan University, Joondalup, WA, Australia

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To explore the differences in organisational communication satisfaction between ward paediatric nurses and middle managers, and to assess whether there is a difference in organisational communication satisfaction between paediatric nurses and middle managers with different educational levels, years of nursing and managerial experience, contracted hours, area of work, age and gender.

Background

Previous studies reported a connection between job satisfaction, work commitment and organisational communication; however, nurses' and nursing middle managers' satisfaction with organisational communication has not been extensively studied in recent years and not at all among paediatric nurses.

Methods

A cross-sectional quantitative research design using online and hard copy self-reported questionnaires was used. Data were collected at one point in time from paediatric nurses and middle (nursing) managers working in a tertiary paediatric hospital in Australia. Statistical methods were employed for data analysis.

Results

The middle management group were significantly more dissatisfied with organisational communication than the paediatric ward nurse group. Middle managers were found in this study to effectively manage and maintain communication lines with the personnel who reported to them; however, communication within the management cohort itself was found to be suboptimal.

Conclusion

Further research to understand how horizontal and vertical communications at the nurse manager and executive level can be optimised is required.

Implications for nursing management

It is anticipated that the findings from this study may increase the understanding of communication satisfaction between paediatric nurses and middle managers. The study has highlighted the need for improvement with information flow in the management cohort with the addition of extra managerial support and empowerment.

DETAILS

Subject:	Work commitment; Empowerment; Nurse managers; Communication; Quantitative analysis; Middle management; Middle managers; Nursing; Job satisfaction; Information sharing; Nurses; Pediatric nursing; Pediatric nurses; Nursing administration; Pediatrics
Business indexing term:	Subject: Middle management
Identifier / keyword:	management; nurses; organisational communication; paediatric; satisfaction
Publication title:	Journal of Nursing Management; Oxford
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Validation of the Warwick-Edinburgh Mental Well-being Scale among nursing students in Slovenia

Cilar, Leona ¹

; Majda Pajnkihar ¹; Štiglic, Gregor ¹ ¹ Faculty of Health Sciences, University of Maribor, Maribor, Slovenia

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

The aim of this study was to assess the validity of the Warwick-Edinburgh Mental Well-being Scale used for measuring mental well-being.

Background

Nursing students' mental well-being is often poor due to various academic and personal stressors. Nursing students are involved in clinical practice and are facing birth, death, health, diseases and other stressful situations. They may be exposed to higher levels of stress than students from other study programmes.

Methods

A cross-sectional study was conducted among nursing students in Slovenia. We performed a 6-step analysis of the psychometric properties of the Warwick-Edinburgh Mental Well-being Scale. Moreover, content validity of the scale was assessed.

Results

The scale formed a unidimensional scale with good homogeneity ($H < 0.40$) and reliability ($\alpha = 0.91$; $\beta = 0.87$; $\lambda = 0.92$; $\omega = 0.91$). The confirmatory factor analysis suggested that the WEMWBS was suitable for use as a single scale (RMSEA = 0.085, CFI = 0.907; TLI = 0.891) and measures one construct, mental well-being. I-CVI is acceptable for all 14 items, kappa coefficient was excellent, and S-CVI was assessed as acceptable.

Conclusions

The Slovenian version of the scale achieved good validity and reliability in a sample of nursing students and is recommended for future usage.

Implications for Nursing Management

The validated questionnaire can be used by nurse managers to assess nursing students' mental well-being during

their clinical placement.

DETAILS

Subject:	Students; Validity; Nursing education; Nurse managers; Confirmatory factor analysis; Clinical placements; Reliability; Clinical nursing; Nursing administration; Mental health; Quantitative psychology; Professional practice; Clinical medicine
Location:	Slovenia
Identifier / keyword:	mental health; nursing; students; validation; well-being
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Document 7 of 52

Organisational and professional turnover intention among nurse managers: A cross-sectional study

Labrague, Leodoro J ¹

¹ Sultan Qaboos University, Muscat, Oman

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

We sought to examine factors associated with organisational and professional turnover intention among nurse managers.

Background

Turnover among nurse managers is an ongoing problem in many health care institutions worldwide. While many studies exist that have examined factors contributing to organisational turnover intention, surprisingly, little is known about which factors contribute to nurse managers' decisions to quit the profession.

Methods

This cross-sectional study involved 240 nurse managers working in 17 hospitals in the central Philippines. Five validated standardized scales were used for data collection.

Results

The composite scores of the organisational and professional turnover intention measures were 2.75 and 1.97, respectively (Likert range: 1/strongly disagree to 5/strongly agree). Work–Family Conflict ($\beta = 0.127$; $p < .05$) and job satisfaction ($\beta = -0.315$; $p < .001$) were strongly associated with organisational turnover intention. Job stress was correlated with stronger professional ($\beta = 0.200$, $p < .01$) and organisational turnover intentions ($\beta = 0.281$; $p < .001$).

Conclusion

Nurse managers reported a moderate level of organisational turnover intention and a low level of professional turnover intention. Job satisfaction, job stress, and Work–Family Conflict were identified as significant predictors of organisational and professional turnover intentions.

Implications for Nursing Management

Turnover intention among nurse managers can be best addressed by exploring organisational measures such as a structured transition programme (e.g. nurse manager orientation, coaching, mentorship or preceptorship), leadership

programme for new nurse managers and stress management interventions. Further, through provision of a work- and family-friendly workplace and consistent career growth opportunities, retention of nurse managers may be enhanced.

DETAILS

Subject:	Occupational stress; Hospitals; Health care; Job satisfaction; Nurse managers; Managers; Coaching; Stress management; Workplaces; Family conflict; Leadership; Joint ventures; Nursing administration; Employee turnover
Business indexing term:	Subject: Occupational stress Job satisfaction Employee turnover
Identifier / keyword:	job satisfaction; job stress; nursing; turnover intention; Work–Family Conflict
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
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Pages:	1275-1285
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Document 8 of 52

Korean nurses' participation in health care policy reform: A phenomenological study

Han, NamKyung ¹

¹ Executive of Korean Aging Friendly Industry Association, Gimhae, South Korea; Department of Nursing, Gyeongbuk College of Health, Gimcheon, South Korea

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore the health care policy reform activities of Korean nurses engaged in civic organisations.

Background

Nursing professionals must lead health care policy reforms to create a health care environment that improves the public health outcomes as the change in population and disease structure accelerates.

Methods

Using Colaizzi's phenomenological analysis, this study conducted in-depth interviews with seven Korean civic activist nurses who had led successful health care policy reforms through policy interventions.

Results

Five themes were identified and validated: recognition of social responsibilities and limitations faced; becoming a health care professional; social solidarity beyond nursing; political influence outside the political arena; and leading reform by entering the political arena.

Conclusion

Participants had the experience of exerting political influence and successfully leading health care policy reforms through civic organisations and social solidarity to solve problems related to nursing.

Implications for Nursing Management

The findings of this study can inform educational curricula or interventional programmes for enhancing general nurses' political competencies and policy interventions.

DETAILS

Subject:	Political power; Political change; Intervention; Clinical outcomes; Social cohesion; Public health; Social solidarity; Health care policy; Long term care insurance; Health status; Nursing; Medical personnel; Reforms; Curricula; Nurses; Qualitative research; Nursing administration
Identifier / keyword:	civic activist nurse; health care policy; Korea; reform activity
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Document 9 of 52

Benefits of applying for hospital accreditation: The perspective of staff

Algunmeeyn, Abdullah ¹

; Alrawashdeh, Mervat ²; Alhabashneh, Hala ¹ ¹ School of Nursing, Isra University, Amman, Jordan ² Royal Medical Service, Amman, Jordan

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

This investigation aimed to explore the benefits associated with implementing an accreditation programme in hospitals in Jordan, from the perspective of doctors and nursing staff.

Background

Although Jordan is one of the first Arab countries in the Middle East to adopt accreditation standards, little has been identified with regard to the benefits of implementing accreditation for the quality of health care in Jordanian hospitals.

Method

A qualitative approach was employed in this project. Face-to-face interviews were therefore conducted with 10 nurses at different levels and 10 doctors, including different specialists from two Jordanian hospitals (one private and one public).

Result

Four key benefits of accreditation were recognized in the sampled hospitals: quality improvement, patient satisfaction, patient safety, cost-effectiveness and improved reputation.

Conclusion

This study has tried to offer an in-depth understanding of the impact of this programme. The results reveal that while professionals project a positive attitude to accreditation, their opinions are built on substantial information and supported by evidence-based study or monitoring plans, which could determine and quantify the precise benefits of accreditation in terms of quality.

Implications for Nursing Management

This investigation may be important for nurses, especially in managerial positions. Recommendations for implementing accreditation in Jordanian hospitals were derived from this examination.

DETAILS

Subject:	Quality management; Positive thought; Cost analysis; Private hospitals; Patient satisfaction; Accreditation; Specialists; Health status; Physicians; Nursing; Quality of care; Quality control; Nursing administration; Quality improvement
Business indexing term:	Subject: Quality control Quality improvement
Identifier / keyword:	accreditation; benefit; doctor; hospitals; nursing; quality improvement; quality of care
Publication title:	Journal of Nursing Management; Oxford
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Publication year:	2020
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A qualitative model for evaluating and improving nursing governance in medium- and long-term intermediate care

Cobo, Montserrat Rodó ¹

; Medina Moya, José Luís ²; Eva Garrido Aguilar ³; Montserrat Solà Pola ³ ¹ University School of Nursing and Occupational Therapy of Terrassa, Autonomous University of Barcelona, Barcelona, Spain ² Faculty of Education, University of Barcelona, Barcelona, Spain ³ School of Nursing, University of Barcelona, Barcelona, Spain

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To evaluate nursing governance in intermediate care in Catalonia Spain and propose improvements.

Background

Drawing on two existing models, the Magnet model and the corporate governance model, we propose that good nursing governance requires nursing leaders to apply the following dimensions: transformational leadership, transformational culture, commitment and sustainability, authority, scientific evidence, transparency and communication, and teamwork.

Method

A qualitative, exploratory study conducted in two phases. First, we asked nursing leaders in intermediate care to describe their opinions and experiences in each of the dimensions. Next, we observed governance practices at two intermediate care centres and conducted interviews with their nursing leaders. Content analysis was used.

Results

Our participants' behaviour corresponded closely to the model in the dimensions of transformational culture and commitment and sustainability but failed to meet the model in the dimensions of scientific evidence and transparency and communication.

Conclusions

Participants had a leadership style focused on transforming their surroundings. According to the model, the leaders

in our sample should draw more on scientific evidence and improve their internal communication about outcomes.

Implications for Nursing Management

Establishing committees of nurses to address areas in which governance does not adhere to the model would create sustainable benefits for patients and nurses in intermediate care.

DETAILS

Subject:	Culture; Transparency; Leadership style; Sustainability; Communication; Content analysis; Intermediate care; Corporate governance; Leadership; Nursing; Transformational leadership; Scientific evidence; Intermediate care centres; Teamwork; Nursing administration
Business indexing term:	Subject: Leadership
Identifier / keyword:	leadership; management; nursing governance intermediate care
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Publication date:	Sep 2020
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The influence of spiritual leadership on the subjective well-being of Chinese registered nurses

Zou, Wenchi ¹

; Zeng, Yuru ¹ ; Peng, Qiqi ² ; Yongjie Xin ³ ; Chen, Jiabin ³ ; Houghton, Jeffery D ⁴

¹ School of Business, Macau University of Science and Technology, Macau, China ² The Third Affiliated Hospital of Guangzhou Medical University, Guangzhou, China ³ Zhuhai People's Hospital, Zhuhai, China ⁴ John Chambers College of Business and Economics, West Virginia University, Morgantown, WV, USA

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Background

Challenging working conditions and job characteristics can result in nurses experiencing significant workplace stress and adversity.

Aim

To examine how and why spiritual leadership may have a positive influence on nurses' subjective well-being.

Method

A total of 339 registered nurses from five public hospitals in Mainland China participated in this study. Hypotheses were tested using the PROCESS macro.

Results

Spiritual leadership influenced the subjective well-being indirectly through workplace spirituality. The interaction between spiritual leadership and power distance orientation on workplace spirituality was significant. Power distance orientation moderates the indirect effect of spiritual leadership on the subjective well-being through workplace spirituality, and this indirect effect is more positive for nurse with lower power distance orientation.

Conclusions

Spiritual leadership is a significant contextual factor in the workplace that may influence the nurses' workplace spirituality and subjective well-being. Based on their power distance orientation, nurses may have different responses to spiritual leadership, resulting in differing levels of workplace spirituality.

Implications for Nursing Management

Spirituality can satisfy the internal needs of nurses. Spiritual leadership can facilitate a spiritual working context for sustaining the subjective well-being of nurses. Hospitals should provide training programmes to help existing leaders engage in spiritual leadership.

DETAILS

Subject:	Working conditions; Adversity; Job characteristics; Hospitals; Spirituality; Professional training; Contextual factors; Occupational stress; Workplaces; Power; Leadership; Nurses; Third party; Nursing administration
Business indexing term:	Subject: Leadership
Identifier / keyword:	nurse; power distance orientation; spiritual leadership; subjective well-being; workplace spirituality
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Nursing and spirituality: A discussion paper on intertwining metaparadigms

Marta Domingo-Osle ¹
; Domingo, Rafael ²

¹ Practical Teaching Unit, School of Nursing, University of Navarra Clinic, University of Navarra, Pamplona, Spain ² Law and Religion, Emory University, Atlanta, GA, USA; Institute of Culture and Society, University of Navarra, Pamplona, Spain

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore connections between spiritual metaparadigm and the nursing metaparadigm and advocate for a progressive spiritualization of nursing management.

Background

Relationship between the spiritual *holistic* metaparadigm of *love, communion and gift* and the *holonic* nursing metaparadigm of *care, relationship and practice* is not completely understood.

Method

The construction of a theoretical explanation on the basis of accumulated knowledge in the fields of nursing and spirituality (especially Christian spirituality) for the purpose of constructing a meaningful description.

Results

Deep connectivity between the elements of both metaparadigms: love and care, communion and relationship, and gift and practice.

Conclusion

The connection between the spiritual and nursing metaparadigms is real in nursing education, practice and management because of the holistic character of spirituality. In collective intentions and cultural values are the main channels of interaction between the nursing and the spiritual metaparadigms.

Implications for nursing management

Spirituality influences nursing management by, among other things, (a) providing meaning and purpose; (b) promoting cohesion in health communities; (c) fostering respect for ethics; (d) stimulating innovation; (e) encouraging leadership; and (f) illuminating the workplace.

DETAILS

Subject:	Spirituality; Cultural values; Meaning; Health promotion; Innovations; Workplaces; Nursing; Communion; Leadership; Ethics; Medical education; Nursing administration; Professional practice
Identifier / keyword:	care; communion; gift; holism; love; nursing management; relationship; spirituality
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1268-1274
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
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Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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Language of publication:	English
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Implementing person-centred key performance indicators to strengthen leadership in community nursing: A feasibility study

McCance, Tanya ¹

; Dickson, Caroline A W ²; Daly, Laura ³; Boomer, Christine A ⁴; Brown, Donna ⁵; Lynch, Brighide ⁵; MacArthur, Juliet ⁶; Mountain, Kristina ⁷; McCormack, Brendan ⁸ ¹ Nursing Research & Development, School of Nursing/Institute of Nursing & Health Research, Ulster University, Newtownabbey, UK ² Community Nursing, Centre for Person-centred Practice Research, Queen Margaret University, Musselburgh, UK ³ Queen Margaret University, Musselburgh, UK ⁴ South Eastern Health and Social Care Trust, Newtownabbey, UK; School of Nursing/Institute of Nursing & Health Research, Ulster University, Newtownabbey, UK ⁵ School of Nursing/Institute of Nursing & Health Research, Ulster University, Newtownabbey, UK ⁶ Research and Development, NHS Lothian, Royal Infirmary of Edinburgh, Edinburgh, UK ⁷ Division of Nursing, Queen Margaret University, Musselburgh, UK ⁸ Division of Nursing, Occupational Therapy & Arts Therapies, Centre for Person-centred Practice Research, Queen Margaret University, Musselburgh, UK

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To explore the utility and feasibility of implementing eight person-centred nursing key performance indicators in supporting community nurses to lead the development of person-centred practice.

Background

Policy advocates person-centred health care, but few quality indicators exist that explicitly focus on evaluating person-centred practice in community nursing. Current quality measurement frameworks in the community focus on incidences of poor or missed opportunities for care, with few mechanisms to measure how clients perceive the care they receive.

Methods

An evaluation approach derived from work of the Medical Research Council was used, and the study was underpinned by the Person-centred Practice Framework. Participatory methods were used, consistent with person-centred research.

Results

Data were thematically analysed, revealing five themes: giving voice to experience; talking the language of person-centredness; leading for cultural change; proud to be a nurse; and facilitating engagement.

Conclusions

The findings suggest that implementing the eight person-centred nursing key performance indicators (KPIs) and the measurement framework is feasible and offers a means of evidencing person-centredness in community nursing.

Implications for Nursing Management

Person-centred KPI data, used alongside existing quality indicators, will enable nurse managers to evidence a high standard of care delivery and assist in the development of person-centred practice.

DETAILS

Subject:	Quality management; Measurement; Health care; Feasibility; Nurse managers; Community health care; Community nursing; Community nurses; Nursing; Performance indicators; Medical research; Quality of care; Cultural change; Talking; Leadership; Business metrics; Patient-centered care; Nursing administration; Professional practice; Feasibility studies
Business indexing term:	Subject: Business metrics Feasibility studies
Identifier / keyword:	evidence and facilitation; key performance indicators; leadership; person-centred nursing
Publication title:	Journal of Nursing Management; Oxford
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Publication year:	2020
Publication date:	Sep 2020
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Nurse managers in perioperative settings and their reasons for remaining in their jobs: A qualitative study

Arakelian, Erebouni ¹

; Wålinder, Robert ² ; Anna Rask-Andersen ² ; Rudolfsson, Gudrun ³ ¹ Department of Surgical Sciences, Uppsala University, Uppsala University Hospital, Uppsala, Sweden ² Department of Medical Sciences, Occupational and Environmental Medicine, Uppsala University, Uppsala, Sweden ³ Faculty of Nursing and Health Sciences, Nord University, Bodø, Norway; Division of Nursing, Department of Health Sciences, University West, Trollhättan, Sweden

ABSTRACT (ENGLISH)

Aim

The study describes what helps nurse managers maintain the strength to keep going as leaders.

Background

Good leadership is important for the quality of patient care, patient satisfaction in care and efficiency. Many nurse managers stay on despite challenges at work.

Methods

Twelve nurse managers were interviewed. Data were analysed by systematic text condensation according to Malterud.

Results

The results were as follows: A—Walking side by side with my employees; B—Knowing that I mean something to my employees; C—Talking to myself—asking myself tough questions; D—Having someone to talk to, to decrease the feeling of being alone; E—Leading and managing in my own way—the fear of not succeeding is my motivation.

Conclusion

The nurse managers built their own strategies to get through and get on when difficult situations arose. In order to succeed in leading their employees, the nurse managers gathered their inner strength through moving caritatively back and forth between the 'secret room' and the 'staff room' in the house of leadership.

Implications in Nursing Management

The manuscript gives insights into where nurse managers found sources of strengths in their everyday work. To realize their employees' strengths and motivation made a difference for nurse managers as a driving force. By having someone to talk to and by asking themselves tough questions, they were prepared for the challenges that came.

DETAILS

Subject:	Walking; Nurse managers; Managers; Patients; Motivation; Patient satisfaction; Employees; Talking; Leadership; In care; Difficult situations; Qualitative research; Nursing administration
Business indexing term:	Subject: Employees
Identifier / keyword:	leadership; management; nursing; perioperative; qualitative; remain; retention
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1191-1198
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES

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Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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Language of publication:	English
Document type:	Journal Article
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Factors associated with absenteeism of nursing professionals in university outpatient clinics in Brazil

Tracera, Gisele ¹
; Katerine dos Santos ²
; Nascimento, Flaviana ³
; Sousa, Kayo Henrique ³

; Portela, Luciana ⁴

; Zeitoune, Regina Célia ³

¹ Escola de Enfermagem Anna Nery/EEAN, Universidade Federal do Rio de Janeiro/UFRJ, Rio de Janeiro, Brasil; Maternidade Escola/ME, Universidade Federal do Rio de Janeiro/UFRJ, Rio de Janeiro, Brasil; Policlínica Piquet Carneiro/PPC, Universidade do Estado do Rio de Janeiro/UERJ, Rio de Janeiro, Brasil ² Escola de Enfermagem Anna Nery/EEAN, Universidade Federal do Rio de Janeiro/UFRJ, Rio de Janeiro, Brasil; Instituto de Atenção à Saúde São Francisco de Assis/HESA, Universidade Federal do Rio de Janeiro/UFRJ, Rio de Janeiro, Brasil; Hospital Universitário Gafrée & Guinle/HUGG, Universidade Federal do Estado do Rio de Janeiro/UNIRIO, Rio de Janeiro, Brasil ³ Escola de Enfermagem Anna Nery/EEAN, Universidade Federal do Rio de Janeiro/UFRJ, Rio de Janeiro, Brasil ⁴ Instituto Nacional de Infectologia Evandro Chagas, INI. Fundação Oswaldo Cruz/FIOCRUZ, Rio de Janeiro, Brasil

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ABSTRACT (ENGLISH)

Objective

To analyse the sociodemographic, occupational and health profile of nursing professionals working in university outpatient services and their relationship with absenteeism.

Background

The organisation and working conditions in outpatient services may be directly related to the illness and absenteeism in the nursing profession.

Method

Analytical cross-sectional study was conducted in 11 outpatient clinics in the city of Rio de Janeiro/Brazil with nursing professionals. A self-applicable data collection tool was used for sociodemographic, occupational and health characterization. The analyses were performed using chi-square tests, odds ratio calculation and a 95% confidence interval.

Results

Absenteeism due to illness in the previous 12 months was reported by 35.9% of workers. Sociodemographic and occupational characteristics were not significantly associated with absenteeism, having a positive association only among workers who had two or more jobs. In health-related variables, self-rated health was significantly associated with long absenteeism. Individuals with four or more chronic diseases had a 187% higher chance of being absent for more days.

Conclusion

The analysis of factors associated with absenteeism must take into account the context of outpatient nursing work and its consequences for the health-disease process.

Implications for nursing management

This allows for rethinking proposals for interventions based on the reality of workers' health.

DETAILS

Subject: Working conditions; Outpatient care facilities; Chronic illnesses; Outpatient clinics; Nursing; Absenteeism; Sociodemographics; Workers; Nursing administration

Business indexing term: Subject: Absenteeism

Location: Brazil

Identifier / keyword:	absenteeism; ambulatory care; nursing team; occupational diseases; occupational health
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Exploration of the expected and achieved competency levels of new graduate nurses

Hyun, Areum ¹

; Tower, Marion ¹

; Catherine Turner ²

¹ School of Nursing, Midwifery & Social Work, University of Queensland, Brisbane, QLD, Australia ² College of Nursing and Midwifery, Charles Darwin University, Casuarina, NT, Australia, Catherine Turner

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore the expected and achieved competency levels of new graduate nurses.

Background

There are global concerns about a perceived disconnect between the educational preparation of new graduates and the expectations of employers about their work readiness. It is important to understand competency levels expected and achieved of new graduate nurses.

Method(s)

The study was conducted in three phases: the identification of competencies, development of a survey instrument and exploration of levels of competency from the perspectives of key stakeholders.

Results

New graduates were well prepared for demonstrating respect to patients, but needed to be closely supported when providing emergency care. Results highlighted that new graduates felt less competent than graduating students in those competencies related to legal and ethical practice. Importantly, expectations about new graduates' competency varied between educators and managers.

Conclusion(s)

The findings provide important information about new graduates' competency levels, revealing a mismatch in the perception of key stakeholders about competency levels. This has important implications for building new graduates readiness for practice and highlights the importance of collaboration between key stakeholders to address competency gaps.

Implications for Nursing Management

Supportive opportunities should be provided to new graduate nurses to fill gaps in beginner competency.

DETAILS

Subject: Teaching aids & devices; Stakeholders; Professional identity; Nurses; Emergency services; Competence; Nursing administration

Identifier / keyword:	competence; competency levels; new graduate nurses; nursing competencies
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Language of publication:	English
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Challenges and opportunities for the multicultural aged care workforce: A systematic review and meta-synthesis

Chen, Li ¹

; Xiao, Lily D ¹

; Han, Weifeng ¹

; Meyer, Claudia ²

; Müller, Amanda ¹

¹ College of Nursing and Health Sciences, Flinders University, Adelaide, SA, Australia ² Bolton Clarke Research Institute, Kelvin Grove, Vic., Australia; Rehabilitation, Ageing and Independent Living (RAIL) Research Centre, Monash University, Clayton, Vic., Australia

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To identify (a) the challenges for multicultural aged care teams; (b) the opportunities to facilitate teamwork; and (c) the strategies to assist team members in a multicultural work environment.

Background

High-income countries have an increasingly culturally diverse aged care workforce. Fostering teamwork in such an environment is challenging.

Methods

This systematic review of qualitative studies followed the Joanna Briggs Institute (JBI) meta-aggregation approach. Six databases were searched. Retrieved articles were screened by two reviewers. This review identified 111 findings that were aggregated into 15 categories and five themes.

Findings

Aged care workers' awareness of cultural diversity varies, and their knowledge of each other's cultural background is limited. However, cultural skills are demonstrated, contributing to teamwork. Their experience in cross-cultural encounters is broad, and enhanced team cohesion is desired.

Conclusions

The cultural competence of the aged care workforce shapes team building, peer support opportunities and positive cross-cultural experiences.

Implications for Nursing Management

Recommendations are provided for the adaptation of aged care workers to culturally diverse teams, fostering teamwork to enhance care outcomes for clients. Interventions for improvements in cross-cultural leadership and management, and staff experience of cross-cultural encounters are much needed.

DETAILS

Subject:	Systematic review; Teams; Workforce; Multiculturalism & pluralism; Work environment; Workers; Elder care; Cultural competence; Team building; Leadership; Teamwork; Nursing administration
Business indexing term:	Subject: Workforce Teamwork
Identifier / keyword:	aged care; cultural competence; cultural diversity; multicultural team; nursing home
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Issue:	6
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Collaborative strategic initiative between a university and hospital network group: Advanced nurse/midwife practice forum

Carney, Marie ¹

; Kearns, Thomas ²; Greene, Karen ³ ¹ Faculty of Nursing and Midwifery, RCSI Network Group Hospitals, Dublin, Ireland ² Faculty of Nursing and Midwifery, RCSI, Dublin, Ireland ³ Beaumont University Hospital, Dublin, Ireland

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Background

The Faculty of Nursing and Midwifery, one of a few nursing and midwifery faculties worldwide, was established in 1974 by Ms Mary Frances Crowley, for postgraduate nursing education, and is situated within the Royal College of Surgeons in Ireland, University of Medicine and Health Sciences. The RCSI operates through a network group of university hospitals: Beaumont, Connolly, Drogheda, Cavan, Monaghan and the Rotunda. Combined these hospitals have 120 registered and candidate ANP/AMPs and caters for general, psychiatric, children and maternity patients/clients. The drive to establish the forum between the faculty and the six Dublin hospitals was to build capacity among advanced nurse practitioners and advanced midwife practitioners (ANP/AMPs) who are seen as intelligent consumers of evidence-based research and safe practice. The SCAPE report identified research as the single domain that was underdeveloped within the ANP role, in the study exploring the role of ANPs and CNSs.

Latterly, the Nursing and Midwifery Board of Ireland highlighted research as a vital component of the ANP/AMP role in its standards for advanced nurse and midwife practice. The faculty acted collaboratively to introduce an ANP/AMP forum to support advanced practitioners working in the university hospital group in their education and professional development, support the expansion of their knowledge base through practice-based enquiry and research and act as a conduit for interactions between ANPs/AMPs by keeping them up to date with practice and research.

Methods

The *Initiation* phase was undertaken through a survey of needs; *Implementation* phase by extensive literature review and research-based newsletters sent to individuals by the forum coordinator; and the *Evaluation* phase through focus groups.

DETAILS

Subject:	Knowledge base; Health sciences; Hospitals; Midwifery; Mental disorders; Midwives; Colleges & universities; Nursing; Capacity building approach; Candidates; Advanced nurse practitioners; Nurse practitioners; Newsletters; Literature reviews; Surgeons; Consumers; Professional development; Intelligence; Medical education; Nursing administration; Professional practice
Location:	Ireland
Identifier / keyword:	advanced practice; collaboration; network group; research
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1457-1460
Publication year:	2020
Publication date:	Sep 2020
Section:	COMMENTARY
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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Source type:	Scholarly Journal

Language of publication: English

Document type: Journal Article

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ProQuest document ID: 2440640995

Document URL: <https://www.proquest.com/scholarly-journals/collaborative-strategic-initiative-between/docview/2440640995/se-2?accountid=211160>

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What makes experienced nurses stay in their position? A qualitative interview study

Loft, Mia Ingerslev ¹

; Jensen, Claus Sixtus ²

¹ Department of Neurology, Rigshospitalet, Glostrup, Denmark ² Department of Paediatrics and Adolescent Medicine, Aarhus University Hospital, Aarhus N, Denmark; Research Center for Emergency Medicine, Aarhus University Hospital, Aarhus N, Denmark; Department of Clinical Medicine, Aarhus University, Health, Aarhus N, Denmark

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore which factors are important in experienced nurses' intention to stay in the clinical setting and to learn which factors affect their job satisfaction.

Background

Nursing turnover is a challenge for health care quality outcomes, and retaining nursing expertise at the bedside is of great importance. Thus, we must understand why nurses choose to stay employed in their clinical settings.

Method(s)

Twenty-eight nurses participated in a qualitative interview study. The data were analysed using inductive content analysis.

Results

The analysis revealed seven themes: being an experienced nurse, the importance of the speciality, management, professional challenges, good colleagues, balancing family and work–life and change in organisations.

Conclusion(s)

Many factors affect experienced nurses' job satisfaction and their intention to stay in their jobs and the profession. The factors were not particularly linked to the nurses' specialties. Nursing managers play a vital role in influencing these factors.

Implications for nursing management

This study contributes important knowledge useful for development of policies and strategies for nursing retention, hence contributing to the enhancement of nursing practice. Nursing managers need to consider their roles in retaining experienced nurses as this study underscores the importance of job satisfaction in the nurses' intention to stay.

DETAILS

Subject:	Health status; Clinical outcomes; Nursing; Job satisfaction; Quality of care; Nurse managers; Interviews; Content analysis; Nurses; Qualitative research; Nursing administration; Professional practice
Business indexing term:	Subject: Job satisfaction
Identifier / keyword:	experienced nurses; intention to stay; job satisfaction; retention; turnover
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1305-1316
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
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Source type:	Scholarly Journal
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Document type:	Journal Article
Publication history :	
Online publication date:	2020-07-28
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DOI:	https://doi.org/10.1111/jonm.13082
ProQuest document ID:	2440640994
Document URL:	https://www.proquest.com/scholarly-journals/what-makes-experienced-nurses-stay-their-position/docview/2440640994/se-2?accountid=211160
Copyright:	Copyright © 2020 John Wiley & Sons Ltd
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Realising 2020 as ‘International Year of the Nurse’: Is nursing management part of the problem, or part of the solution?

Darbyshire, Philip ¹

; Thompson, David R ²

; McIntosh, Nichole ³

¹ Philip Darbyshire Consulting Ltd, Adelaide, Australia ² School of Nursing and Midwifery, Queen's University Belfast, Belfast, UK ³ Nichole McIntosh, London, UK

[ProQuest document link](#)

DETAILS

Subject:	Identity; Nursing administration; Professional practice; Nurses
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Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1453-1456
Publication year:	2020
Publication date:	Sep 2020
Section:	COMMENTARY
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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Language of publication:	English
Document type:	Commentary
Publication history :	
Online publication date:	2020-08-02
Publication history :	
First posting date:	02 Aug 2020
DOI:	https://doi.org/10.1111/jonm.13077
ProQuest document ID:	2440640990
Document URL:	https://www.proquest.com/scholarly-journals/realising-2020-as-international-year-nurse-is/docview/2440640990/se-2?accountid=211160
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Database:	Publicly Available Content Database

Development and validation of two aspiration prediction models in patients receiving nasogastric feeding

Sun, Wenjing ¹

; Xie, Liling ²; Chen, Limei ²; Xiao, Mingzhao ¹; Zhao, Qinghua ¹; Zeng, Jingjie ³; Peng, Yihang ¹; Shu, Lingzhi ¹; Mao, Jiayi ¹ ¹ Department of Nursing, The First Affiliated Hospital of Chongqing Medical University, Chongqing, China ² Department of Nursing, First Branch of the First Affiliated Hospital of Chongqing Medical University, Chongqing, China ³ School of Microelectronics and Communication Engineering, Chongqing University, Chongqing, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To develop and validate two aspiration prediction models in patients receiving nasogastric feeding.

Background

Aspiration is one of the most serious complications of nasogastric feeding. However, there is a lack of aspiration prediction models for nasogastric feeding.

Methods

A total of 515 patients receiving nasogastric feeding were randomly selected for this unmatched case–control study, with 103 patients in the case group and 412 patients in the control group. Logistic regression was used to develop nomogram and Classification And Regression Tree (CART) models. The performances of the models were internally validated using 1,000 bootstrapped samples.

Results

The predictive accuracy of the CART model (94.5%) was higher than that of the nomogram model (89.1%). The area under the receiver operating characteristic curve of the CART model (0.96) was slightly higher than that of the nomogram model (0.93).

Conclusions

The intubation depth, number of comorbidities, aspiration history, indwelling days, food type and the use of sedative-hypnotics may be used to identify aspiration risk.

Implications for Nursing Management

Two aspiration prediction models are provided for nurses to evaluate aspiration risk and increase the quality of nursing management.

DETAILS

Subject: Nursing; Hypnotics; Validity; Pulmonary aspiration; Enteral nutrition; Nursing care; Risk factors; Nursing administration

Identifier / keyword: aspiration; nasogastric feeding; predict; prediction model; risk factor

Publication title: Journal of Nursing Management; Oxford

Volume:	28
Issue:	6
Pages:	1372-1380
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
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Source type:	Scholarly Journal
Language of publication:	English
Document type:	Journal Article
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Online publication date:	2020-08-15
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First posting date:	15 Aug 2020
DOI:	https://doi.org/10.1111/jonm.13093
ProQuest document ID:	2440640988
Document URL:	https://www.proquest.com/scholarly-journals/development-validation-two-aspiration-prediction/docview/2440640988/se-2?accountid=211160
Copyright:	Copyright © 2020 John Wiley & Sons Ltd
Last updated:	2023-06-02
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Correlations between emergency code awareness and disaster nursing competencies among clinical nurses: A cross-sectional study

Jeong, Suhee ¹

; Lee, Ogcheol ²

¹ Department of Nursing, Chung-Ang Medical Center, Seoul, Korea ² Red Cross College of Nursing, Chung-Ang University, Seoul, Korea

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

This study identified clinical nurses' awareness of emergency codes and disaster nursing competencies and investigated the relationships between these variables.

Background

Nurses are on the front lines of disaster and emergency response; however, they report not feeling confident about their disaster preparedness.

Methods

Participants included 234 nurses working at a general hospital in Korea. Emergency code awareness was measured by recognition of and self-confidence in eight emergency codes, and disaster nursing competencies were measured using the Disaster Nursing Preparedness Response Competency Scale. Data were collected from 17 to 23 October 2019.

Results

The recognition rate of emergency codes was 87.4%, whereas the level of self-confidence was 3.30 out of 5. Nurses scored 2.98 out of 5 on disaster preparedness competencies and 3.37 out of 5 on disaster response competencies. Emergency code recognition was positively correlated with self-confidence and disaster nursing competencies ($p < .05$).

Conclusion

Higher recognition of emergency codes among clinical nurses was associated with higher self-confidence and disaster nursing competencies. Further studies need to develop strategies to improve nurses' awareness and confidence concerning emergency codes.

Implications for Nursing Management

Nurse managers should pay attention to provide more opportunities for disaster education to improve nurses' self-confidence and disaster nursing competencies.

DETAILS

Subject: Confidence; Codes; Emergency preparedness; Nurse managers; Acknowledgment; Competence; Nursing; Clinical nursing; Nurses; Nursing administration

Identifier / keyword: competencies; disaster nursing; emergency code; nurses; self-confidence

Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1326-1334
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
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Source type:	Scholarly Journal
Language of publication:	English
Document type:	Journal Article
Publication history :	
Online publication date:	2020-08-04
Publication history :	
First posting date:	04 Aug 2020
DOI:	https://doi.org/10.1111/jonm.13086
ProQuest document ID:	2440640981
Document URL:	https://www.proquest.com/scholarly-journals/correlations-between-emergency-code-awareness/docview/2440640981/se-2?accountid=211160
Copyright:	Copyright © 2020 John Wiley & Sons Ltd
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Database:	Publicly Available Content Database

The importance of strategy in health care

Carney, Marie ¹ ¹ Advanced Nurse and Midwife Practice Co Ordinator Royal College of Surgeons in Ireland Hospital Group, Faculty of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, 123 St Stephen's Green, Dublin 2, Ireland

[ProQuest document link](#)

DETAILS

Subject:	Health care
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1153-1154
Publication year:	2020
Publication date:	Sep 2020
Section:	EDITORIAL
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
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Language of publication:	English
Document type:	Editorial

Publication history :

Online publication date: 2020-09-08

Publication history :

First posting date: 08 Sep 2020

DOI: <https://doi.org/10.1111/jonm.12901>

ProQuest document ID: 2440640903

Document URL: <https://www.proquest.com/scholarly-journals/importance-strategy-health-care/docview/2440640903/se-2?accountid=211160>

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Professional characteristics and work attitudes of hospital nurses who leave compared with those who stay

Kerzman, Hana ¹ ; Dina Van Dijk ² ; Maya Siman-Tov ³ ; Friedman, Shoshy ⁴ ; Goldberg, Shoshy ⁵ ¹ Nursing Division, Chaim Sheba Medical Center, Tel-Hashomer, Tel-Hashomer, Israel ² Department of Health Systems Management, Ben-Gurion University of the Negev, Beer Sheva, Israel ³ School of Public Health, Tel-Aviv University, Tel-Aviv, Israel ⁴ Wolfson Medical Center, Holon, Israel ⁵ Nursing Administration at the Ministry of Health, Jerusalem, Israel

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To compare characteristics and attitudes of nurses who resigned and those who remained in two Israeli hospitals and assess the reasons for leaving.

Background

Nurse turnover is a current global problem in health care system, especially given the severe nurse shortages. Retention of nurses requires an understanding of the characteristics of the resigning nurses, their attitudes and their reasons for leaving.

Methods

A matching case-control study was conducted among 100 resigning nurses and 200 matched remaining nurses. Questionnaires were used to survey the professional characteristics and attitudes of the participating nurses. In addition, exit interviews were used to assess the reasons to leave of resigning nurses.

Results

Resigning nurses had higher education, less seniority and fewer managerial positions compared with remaining nurses. In addition, resigning nurses had lower professional autonomy and higher aspirations for professional advancement. The reasons to leave cited by the resigning nurses were distance of the workplace from home and working conditions as well as aspiring for professional advancement.

Conclusions

The interface between high education and having few opportunities for advanced positions may lead to resignation.

Implications for Nursing Management

We recommend organisational interventions for training new hospital nurses through professional career path development, such as mentoring programme.

DETAILS

Subject:	Working conditions; Employee attitude; Hospitals; Health care; Seniority; Professional training; Higher education; Professional attitudes; Aspiration; Shortages; Workplaces; Nurses; Professional autonomy; Exit interviews; Attitudes; Career development; Job leaving; Characteristics; Nursing administration
Identifier / keyword:	attitudes; autonomy; job satisfaction; personnel development; retention; turnover
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1364-1371
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
e-ISSN:	13 652834
Source type:	Scholarly Journal
Language of publication:	English

Document type: Journal Article

Publication history :

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Publication history :

First posting date: 31 Jul 2020

DOI: <https://doi.org/10.1111/jonm.13090>

ProQuest document ID: 2440640894

Document URL: <https://www.proquest.com/scholarly-journals/professional-characteristics-work-attitudes/docview/2440640894/se-2?accountid=211160>

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Database: Publicly Available Content Database

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Experiences and responses of nursing students as second victims of patient safety incidents in a clinical setting: A mixed-methods study

Huang, Huanhuan ¹

; Chen, Jiaojiao ²

; Xiao, Mingzhao ²; Cao, Songmei ¹; Zhao, Qinghua ^{1 1} Department of Nursing, The First Affiliated Hospital of Chongqing Medical University, Chongqing, China ² Department of Urology, The First Affiliated Hospital of Chongqing Medical University, Chongqing, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To investigate the degree of second victim syndrome among nursing students in clinical practice and determine the rehabilitation process.

Background

Empirical evidence suggests that health care providers who are considered second victims suffer from various difficulties. Nursing students in a clinical setting could be potential second victims, but few studies have quantitatively investigated the experiences and explored their response processes.

Methods

A mixed-methods design was used. A questionnaire was sent to nursing students via a link to an electronic survey, and a semi-structured interview was conducted to explore their response process as second victims.

Results

The quantitative results showed that nursing students in the clinical setting suffered second victim-related distress and that the most significant influences were psychological distress and professional efficacy. Four stages of rehabilitation experiences emerged from the qualitative data.

Conclusion

Being a second victim for nursing students in a clinical setting is psychological suffering, and although they can be expected to recover, an impact on professional efficacy is inevitable.

Implications for Nursing Management

Nursing managers must be aware that nursing students in a clinical setting might experience difficult situations after patient safety incidents and that developing appropriate programmes to support at-risk students is important.

DETAILS

Subject:	Victims; Students; Patient safety; Health care; Nursing education; Safety; Rehabilitation; Medical personnel; Efficacy; Clinical nursing; Suffering; Psychological distress; Difficult situations; At risk populations; Nursing administration; Professional practice; Clinical medicine
Identifier / keyword:	nursing students; patient safety incidents; second victims
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1317-1325
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
e-ISSN:	13652834
Source type:	Scholarly Journal

Language of publication:	English
Document type:	Journal Article
Publication history :	
Online publication date:	2020-08-09
Publication history :	
First posting date:	09 Aug 2020
DOI:	https://doi.org/10.1111/jonm.13085
ProQuest document ID:	2440640881
Document URL:	https://www.proquest.com/scholarly-journals/experiences-responses-nursing-students-as-second/docview/2440640881/se-2?accountid=211160
Copyright:	Copyright © 2020 John Wiley & Sons Ltd
Last updated:	2023-06-21
Database:	Publicly Available Content Database

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Workplace verbal abuse, nurse-reported quality of care and patient safety outcomes among early-career hospital nurses

Cho, Hyeonmi ¹
; Pavek, Katie ¹ ; Steege, Linsey ¹ ¹ School of Nursing, University of Wisconsin - Madison, Madison, WI, USA

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To examine the differences in early-career nurses' verbal abuse experiences based on their sociodemographic characteristics, and to investigate the associations of verbal abuse experiences with nurse-reported care quality and patient safety outcomes.

Background

Few studies have examined the relationships between early-career nurses' verbal abuse experiences and nurse-reported patient care quality and safety outcomes.

Methods

Cross-sectional survey data from 799 early-career hospital nurses in the United States were analysed. Items

assessed verbal abuse experiences from patients or their families, physicians and other employees. Associations between verbal abuse experiences and nurse-reported care quality and patient safety outcomes were examined using multiple logistic regression analyses.

Results

There were significant differences in verbal abuse experiences by age, gender and work unit. Nurses who experienced verbal abuse, regardless of the perpetrator, were less likely to report high-quality care and a favourable safety grade. Nurses who experienced verbal abuse specifically from physicians or other employees were also less likely to feel comfortable reporting safety problems.

Conclusion

Managing verbal abuse may be important for improving patient care quality and safety. Future intervention study is needed to reduce verbal abuse.

Implications for Nursing Management

To optimize patient safety, managers should thoroughly monitor verbal abuse and organisations' need to establish clear expectations and ramifications for when verbal abuse occurs.

DETAILS

Subject:	Patient safety; Safety; Careers; Patients; Workplaces; Verbal abuse; Physicians; Nurses; Quality of care; Sociodemographics; Quality; Emotional abuse; Nursing administration
Business indexing term:	Subject: Careers
Identifier / keyword:	early-career nurse; patient safety; quality of care; workplace verbal abuse
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1250-1258
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
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Source type:	Scholarly Journal
Language of publication:	English
Document type:	Journal Article
Publication history :	
Online publication date:	2020-07-22
Publication history :	
First posting date:	22 Jul 2020
DOI:	https://doi.org/10.1111/jonm.13071
ProQuest document ID:	2440640859
Document URL:	https://www.proquest.com/scholarly-journals/workplace-verbal-abuse-nurse-reported-quality/docview/2440640859/se-2?accountid=211160
Copyright:	Copyright © 2020 John Wiley & Sons Ltd
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Effects of a person-centred care intervention in an intensive care unit: Using mixed methods to examine nurses' perspectives

Hye Jin Yoo ¹

; Shim, JaeLan ²

¹ Department of Nursing, Asan Medical Center, Seoul, South Korea ² Department of Nursing, College of Medicine, Dongguk University, Gyeongju, South Korea

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

We identified nurses' experiences and changes in person- and family-centred care (PFCC) after applying a family-visiting programme in an intensive care unit (ICU).

Background

Critical care provision is shifting to include communication among patients, families and health care providers.

Methods



We used mixed methodology and a group pre- and post-test design. In 2019, 30 ICU nurses completed an 8-week programme, including keeping a diary and completing fundamental care activities. A survey of PFCC nursing performance was completed pre- and post-programme, and 15 nurses were interviewed post-programme. Performance differences were examined through paired *t* tests; qualitative data were analysed by thematic analysis.

Results

The pre- and post-scores were 3.06 ± 0.34 and 4.00 ± 0.29 , respectively ($t = 17.38$, $p = .000$), and five main themes and 13 subtopics were revealed. Most nurses 'discovered the importance of nursing through a truthful relationship with ICU patients' families'.

Conclusion

For effective PFCC, changes in nurses' perceptions and hospital organisation are required, such as improving the ICU working environment, assigning suitable health care personnel to provide care and implementing open-visit programmes.

Implications for Nursing Management

Hospital policymakers and nurse managers should take care to provide staff support and high-quality patient care to realize effective PFCC.

DETAILS

Subject:	Health care; Nurse managers; Patients; Policy making; Nursing; Medical personnel; Intensive care; Intensive treatment; Job performance; Nurses; Patient-centered care; Nursing administration; Critical care
Identifier / keyword:	intensive care units; nurses; patient-centred care
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1295-1304
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429
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Source type:	Scholarly Journal
Language of publication:	English
Document type:	Journal Article
Publication history :	
Online publication date:	2020-07-22
Publication history :	
First posting date:	22 Jul 2020
DOI:	https://doi.org/10.1111/jonm.13081
ProQuest document ID:	2440640840
Document URL:	https://www.proquest.com/scholarly-journals/effects-person-centred-care-intervention/docview/2440640840/se-2?accountid=211160
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Implementing advance directives—An international literature review of important considerations for nurses

Dowling, Teresa ¹

; Kennedy, Sara ¹

; Foran, Sinead ¹

¹ Department of Nursing & Healthcare, Waterford Institute of Technology, Waterford, Ireland

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim(s)

To review the global literature on the implementation of advance health care directives to date, and the experiences of the health care professionals who must initiate the discussions around advance care planning, as well as support patients' ultimate decisions.

Background

Ireland's Assisted Decision-Making (Capacity) Act 2015 legalizes advance health care directives. It promotes the

autonomy of the person and enables them to have treatment in accordance with their will and preferences. However, there is professional uncertainty on how to support and integrate assisted decision-making.

Evaluation

16 studies featuring the views of health care professionals are included and evaluated using a framework of 'benefits versus challenges'.

Key issue(s)

Four themes clearly emerge during the review process: the concept of capacity and who decides; autonomy versus paternalism—conflict among the health care professional/patient/family caregiver triad; barriers to advance directives; and timing issues.

Conclusion(s)

Significant benefits of advance health care directives exist for all parties including less stress for patients and families alike, less burden and less residual guilt for surviving relatives, and an over-arching prevention of 'crisis' decision-making.

Implications for Nursing Management

This review highlights the central role of the nurse in empowering patients to express their wills and preferences, supporting patients' capacity to make decisions about their own care, initiating end-of-life care discussions and advocating to have advance health care directives acknowledged. Moreover, it identifies the challenges ahead for all nurse managers in implementing this new mandate.

DETAILS

Subject:	Advance directives; Uncertainty; Health care; Nurse managers; Professional attitudes; Patients; Relatives; Guilt; Wills; Paternalism; Nurses; Caregivers; Timing; Medical personnel; Care plans; Autonomy; Caregiver burden; Nursing administration
Identifier / keyword:	advance care planning; advance directives; decision-making; living wills; paternalism
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1177-1190
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
ISSN:	09660429

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Source type:	Scholarly Journal
Language of publication:	English
Document type:	Literature Review, Journal Article
Publication history :	
Online publication date:	2020-07-31
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First posting date:	31 Jul 2020
DOI:	https://doi.org/10.1111/jonm.13097
ProQuest document ID:	2440640836
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Database:	Publicly Available Content Database

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Competencies of military nurse managers: A scoping review and unifying framework

Ma, Huijuan¹; Chihava, Theodora Nomusa¹; Fu, Jingjing¹; Zhang, Suofei¹; Lei, Lei¹; Tan, Jing¹; Li, Lin¹; Luo, Yu¹

¹ School of Nursing, Third Military Medical University, Chongqing, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim(s)

To identify competencies of military nurse managers and develop a unifying framework of military nurse managers' competencies.

Background

Military nurse managers shoulder multiple responsibilities because of duality roles, and they should possess competencies that enable them to manage human and material resources during peacetime and wartime. Therefore,

nursing management within military context is demanding, such that a comprehensive understanding of their competencies is needed for effective military nursing management. Although relevant studies have focused on different military branches and different levels of managers, there is no standard evaluation framework.

Evaluation

A scoping review of studies focusing on competencies of military nurse managers from seven databases was carried out.

Key issues

Nine studies were included in this review, and a framework consisting of six domains of military nurse managers' competencies was identified: clinical expertise, role model, leadership competencies, human competencies, financial competencies and deployment competencies.

Conclusion

Existing knowledge of competencies of military nurse managers is limited, and a comprehensive understanding of this topic can provide direction for future work.

Implications for Nursing Management

Military nurse managers play substantial roles within the military nursing context. A unifying framework can facilitate personnel recruitment and competency measurement, as well as training protocol development.

DETAILS

Subject:	Military nurses; Measurement; Nursing; Deployment; Nurse managers; Competence; Managers; Recruitment; Leadership; Nursing administration
Identifier / keyword:	competencies; military; nurse manager; scoping review
Publication title:	Journal of Nursing Management; Oxford
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Nurses' experiences of Organisational learning: A qualitative descriptive study

Lyman, Bret ¹

; Biddulph, Marisa E ¹ ; Hopper, V Grace ¹ ; Brogan, Julie L ² ¹ College of Nursing, Brigham Young University, Provo, UT, USA ² Utah Valley Hospital, Provo, UT, USA

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore the validity of and expand upon a model of organisational learning in hospitals.

Background

Organisational learning is a positive change in an organisation's collective knowledge, cognition and/or action, leading to improved hospital performance. A current model offers an evidence-based, theoretical representation of organisational learning in hospitals, yet the intricacies of organisational learning in clinical practice are not fully

understood. Additional guidance is needed to effectively foster and study organisational learning.

Method

Semi-structured interviews were used to gather 15 first-hand experiences of organisational learning from 14 nurses. Data were analysed via deductive thematic analysis.

Results

Organisational learning was more effective when aligned closely with the model and less effective when alignment was poor. The nurses' experiences illustrate relationships among elements of the model and underscore the importance of leadership and psychological safety in organisational learning.

Conclusion

This study helps validate the model and offers new insights into organisational learning. Additional research is needed to explore the role of leadership and psychological safety in organisational learning.

Implications for Nursing Management

Nurse managers can use the Organisational Learning in Hospitals model to evaluate organisational learning. Nurse managers have the opportunity to develop effective leadership practices designed to cultivate psychological safety within their teams.

DETAILS

Subject:	Positive action; Nurses; Hospitals; Learning; Teams; Nurse managers; Cognition; Leadership; Organizational learning; Qualitative research; Nursing administration; Psychological safety; Clinical medicine
Business indexing term:	Subject: Organizational learning Psychological safety
Identifier / keyword:	leadership; nurse managers; nurses; organisational learning; psychological safety
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1241-1249
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
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Senior nurses' perceptions of junior nurses' incident reporting: A qualitative study

Atwal, Anita ¹

; Phillip, Miriam ²; Moorley, Calvin ³ ¹ School of Health and Social Care, London South Bank University, London, UK ² Imperial College HealthCare NHS Trust, St Marys Hospital, London, UK ³ School of Health and Social Care/Adult Nursing and Midwifery Studies, London South Bank University, London, UK

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To develop an understanding of senior nurses' ranking and perceptions of incident reporting by junior nurses.

Background

Nurses must be encouraged to report incidents to nursing management. It is important to ascertain how senior

nurses perceive their concerns, as it is crucial to ensuring that patient safety is managed.

Method

Qualitative study. Four focus groups explored senior nurses' perceptions of risks identified by nurses from a live incident reporting database. Data were analysed using framework analysis.

Results

Five themes emerged demonstrating the differences in opinions in relation to the classification of events by senior and non-senior nurses. Senior nurses held the view that some junior nurses use incident reporting to 'vent frustration'.

Conclusion

There is a mismatch between senior nurses' and junior nurses' perceptions of safety incidents. Nurses need to develop the writing style and use language that red flags incidents when reporting incidents. Senior nurses need to create a positive culture where risk from incident reporting is used to improve patient safety and subsequently a positive work environment.

Implications for Nursing Management

Our research identified the need for joint training to promote a shared understanding among nurses as to how incident report should be completed to promote patient safety.

DETAILS

Subject:	Flags; Patient safety; Nursing; Classification; Professional training; Frustration; Work environment; Joint training; Nurses; Perceptions; Qualitative research; Nursing administration; Ratings &rankings
Identifier / keyword:	junior nurse; perceptions; safety incident; senior nurse
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1215-1222
Publication year:	2020
Publication date:	Sep 2020
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Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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ProQuest document ID:	2440640805
Document URL:	https://www.proquest.com/scholarly-journals/senior-nurses-perceptions-junior-incident/docview/2440640805/se-2?accountid=211160
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Leading unique cultures in departments with low turnover of nurses. A positive deviance approach study

Bibi Hølge-Hazelton ¹

; Berthelsen, Connie B ¹ ¹ Zealand University Hospital, Roskilde, Denmark; Institute of Regional Studies, University of Southern Denmark, Odense, Denmark

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To investigate nurse leaders' experiences and strategies for turnover in relation to culture and work environment in hospital departments with low nurse turnover.

Background

Nursing shortage is a global problem, and numerous turnover strategies have been utilized to attempt to address this shortage.

Design/Methods



Four regional hospital departments with the lowest nurse turnover were included. Data were constructed with nine nurse leaders through individual interviews and were analysed using directed content analysis.

Results

The findings presented in two categories, 'The culture is unique' and 'Maintaining, protecting or re-establishing a unique culture', summarize how leaders navigated authentically in different contexts, operationalizing clear values and visions both for their departmental culture and in turnover strategies.

Conclusion

Even though all the nurse leaders interviewed were concerned about the current recruitment situation, they were confident in their leadership roles, targeted towards supporting the unique culture in their departments.

Implications for Nursing Management

Leaders with clear cultural awareness and visions for the context in which they operate may be positively associated with lower turnover of nurses. Including the perspectives of leaders from departments with low turnover of nurses has the potential to create new knowledge about improving nurse retention.

DETAILS

Subject:	Leadership; Nursing; Recruitment; Deviance; Work environment; Content analysis; Nurses; Cultural awareness; Nursing administration
Business indexing term:	Subject: Leadership
Identifier / keyword:	cultures; interviews; leadership; nurses; positive deviance; turnover
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1207-1214
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
Place of publication:	Oxford
Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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Language of publication: English

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Experiences of clinical first-line nurses treating patients with COVID-19: A qualitative study

Tan, Rong ¹

; Yu, Ting ² ; Luo, Kaiyan ¹ ; Teng, Fen ³ ; Liu, Yilan ⁴ ; Luo, Jian ⁴ ; Hu, Deying ⁴ ¹ Department of Orthopedics, Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China ² School of Nursing, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China ³ Department of Nursing, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China ⁴ Department of Nursing, Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore the work experience of clinical first-line nurses treating patients with coronavirus disease 2019 (COVID-19).

Background

COVID-19 has been listed as an international public health emergency. Clinical first-line nurses are at a high risk of infection, and they face a lack of experience and inadequate preparation for COVID-19, leading to physical and

psychological disorders.

Methods

A qualitative study was conducted from January to February 2020 at a COVID-19-designated hospital in Wuhan, China. Thirty nurses were selected for the study using a purposive sampling method. Data were collected by semi-structured interviews and analysed using content analysis.

Results

Two main categories were defined in the study from the perspective of nurses: negative experiences during clinical first-line work and positive impacts of clinical first-line work. Under the first category, two subcategories were included: psychological experiences of clinical first-line work and difficulties faced during clinical first-line work. The analysis further yielded two subcategories for the second category: the needs of clinical first-line work and the impact of clinical first-line work on professional attitudes.

Conclusions

The results demonstrate that success depends upon strengthening emergency training and knowledge of infectious diseases for nurses, providing adequate protective equipment and improving the emergency response plans of hospitals for public health emergencies.

Implications for Nursing Management

It is believed that our findings will guide hospital managers to make improvements in personal, administrative and institutional areas and that they will provide a reference and inspiration for nurses with regard to public health emergencies in the future.

DETAILS

Subject:	Hospitals; Professional training; Professional attitudes; Mental disorders; Content analysis; COVID-19; Equipment; Public health; High risk; Public health nurses; Infectious diseases; Work experience; Negative experiences; Clinical nursing; Nurses; Qualitative research; Nursing administration
Identifier / keyword:	COVID-19; first-line nurses; public health emergency; qualitative study; work experience
Publication title:	Journal of Nursing Management; Oxford
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Issue:	6
Pages:	1381-1390
Publication year:	2020
Publication date:	Sep 2020
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Publisher:	Hindawi Limited
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Nurses' preparation for transitioning into positions of leadership—A Caribbean perspective

Ocho, Oscar Noel ¹

; Wheeler, Erica ²; Sheppard, Claudine ¹; Lu-Ann Caesar-Greasley ¹; Rigby, Janet ³; Gail Tomblin Murphy ⁴ ¹ University of the West Indies School of Nursing (UWISoN), St Augustine, Trinidad and Tobago ² Pan American Health Organization, Country Office, Port of Spain, Trinidad and Tobago ³ Centre for Clinical Research, Nova Scotia Health Authority, Halifax, NS, USA ⁴ Centre for Clinical Research, Nova Scotia Health Authority, Halifax, NS, USA; WHO/PAHO Collaborating Centre on Health Workforce Planning & Research, Dalhousie University, Halifax, NS, Canada

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore perspectives of nurse managers about their preparation for transitioning into positions of leadership.

Background

There have been serious concerns about the level of preparation as well as availability of support systems for transitioning of nurses into positions of authority.

Methods

This was a quantitative study conducted in four Caribbean countries targeting nurses promoted to leadership positions within the last 5 years. Data were collected using a 30-item questionnaire. Ethical approvals were received from the University of the West Indies and the participating countries.

Results

Most participants were female, had 15 or more years' experience and an associate degree/diploma in nursing. They felt prepared through training and acting opportunities although many were not preceptored/mentored into the position. Preparation by training was positively correlated to acting opportunities, preceptorship programme and having a preceptor.

Conclusion

Transitioning into positions of leadership requires readiness from a personal as well as an organisational perspective. There must be investment in the development opportunities to support nurses' transition into leadership positions.

Implications for Nursing Management

Organisational continuity and effectiveness will be dependent on a balance between investing in experienced nursing personnel while encouraging personal development of less-experienced nurses. Peer mentorship must be utilized to facilitate nurse transition.

DETAILS

Subject:	Nurse led services; Associate degrees; Nursing; Mentoring; Personal development; Nurse managers; Nurses; Leadership; Nursing administration
Identifier / keyword:	mentorship; nursing leadership; organisational development; succession planning; transitioning
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	6
Pages:	1356-1363
Publication year:	2020
Publication date:	Sep 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited

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Country of publication:	United Kingdom, Oxford
Publication subject:	Medical Sciences--Nurses And Nursing, Business And Economics--Management
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Document 36 of 52

Writing for publication—Implications of text recycling and cut and paste writing

Timmins, Fiona ¹

¹ School of Nursing and Midwifery, Trinity College Dublin, Dublin 2, Ireland

[ProQuest document link](#)

DETAILS

Subject:	Publishing; Recycling
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	5
Pages:	999-1001
Publication year:	2020
Publication date:	Jul 2020
Section:	EDITORIAL
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The correlates of precarious working conditions in the Mexican nursing labour market from 2005 to 2018: A repeated cross-sectional study

Nigenda, Gustavo ¹ ; Edson Serván-Mori ²

; Aristizabal, Patricia ³ ; Rosa Amarilis Zárate-Grajales ¹ ¹ National School of Nursing and Obstetrics, National Autonomous University of Mexico, Mexico City, Mexico ² Center for Health Systems and Research, National Institute of Public Health, Cuernavaca, Mexico ³ Iztacala Faculty of Higher Studies, National Autonomous University of Mexico, Mexico City, Mexico

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To analyse sociodemographic and labour correlates of labour precariousness among Mexican nurses from 2005 to 2018.

Background

The progressive loss of labour rights has led to a situation characterized by precarious working conditions among health workers globally.

Methods

A repeated cross-sectional and population-based study was carried out ($N = 3,699,282$). A generalized ordinal logistic regression model was estimated to assess correlates of precariousness. Precariousness was defined as a non-weighted score of the sum of five dichotomous variables: (a) non-written contract; (b) income lower than two times the minimum wage; (c) with a partial or an extended workday; (d) without social benefits; and (e) without social security.

Results

The labour precariousness level increased during the studied period, particularly among the younger and the older, the single ones and among those located in suburban and rural areas. Nurses with lower levels of training were more exposed to precarious conditions, as well as those with jobs in private health institutions or working outside the health sector.

Conclusions

Precarious work is considered a combination of global and local labour factors, including the lack of protective labour policies in health institutions, which calls for the development of a public policy to protect jobs in the health sector.

Implications for Nursing Management

Given that precarious work is considered a combination of global and local labour factors, including the lack of protective labour policies in health institutions, public health institutions should avoid nursing outsourcing employment as much as possible, and full-time contracts should respect the fundamental international and country-specific labour rights.

DETAILS

Subject:	Working conditions; Public health; Public policy; Professional training; Rural communities; Nursing; Insecure; Outsourcing; Employment; Sociodemographics; Labor market; Social security; Rural areas; Minimum wage; Nursing administration; Employment policies
Business indexing term:	Subject: Employment Working conditions
Identifier / keyword:	correlates; Mexico; nursing; precariousness
Publication title:	Journal of Nursing Management; Oxford
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Pages:	1010-1020
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Publisher:	Hindawi Limited
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Frontline nurse managers' visions for their units: A qualitative study

Isobe, Tamaki ¹
; Kunie, Keiko ²
; Takemura, Yukie ¹
; Takehara, Kimie ³; Ichikawa, Naoko ¹
; Ikeda, Mari ²

¹ Department of Nursing Administration, Division of Health Sciences and Nursing, Graduate School of Medicine, The University of Tokyo, Tokyo, Japan ² Department of Nursing Administration, School of Nursing, Tokyo Women's Medical University, Tokyo, Japan ³ Department of Nursing, Graduate School of Medicine, Nagoya University, Nagoya, Japan

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To elucidate frontline nurse managers' visions of their units.

Background

Managers have the opportunity to imagine and share their visions for effective unit management.

Methods

Semi-structured interviews were conducted with 12 frontline nurse managers working at inpatient units in two hospitals between 2016 and 2017. Data were qualitatively analysed using an inductive approach, focusing on participants' intents.

Results

Although participants showed four types of difficulties in verbalizing visions, five categories and 18 subcategories were extracted through analysis of their descriptions about actual cases reflecting their visions. The categories were (a) provide excellent care to ensure patient recovery based on reliable knowledge and skills, (b) make efforts to broaden patients' futures, (c) create a climate for pursuing better practice, (d) all staff continuously pursue professional development and (e) provide nursing care that responds to external changes. All categories were

common to all participants' images of the future and linked together to form each manager's vision.

Conclusion

Frontline managers experienced difficulty in articulating their visions. However, through episodes, they represented images of visions. The managers' visions comprised five categories reflecting various perspectives.

Implications for Nursing Management

Using a conceptualized vision framework, and identifying difficulties in verbalizing their images, can help managers articulate their visions.

DETAILS

Subject:	Hospitals; Nursing; Nurse managers; Patients; Inpatient care; Professional development; Nursing administration; Leadership; Quality of care; Qualitative research; Professional practice
Business indexing term:	Subject: Leadership
Identifier / keyword:	head nurse; leadership; nursing care management; qualitative study; vision
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	5
Pages:	1053-1061
Publication year:	2020
Publication date:	Jul 2020
Section:	ORIGINAL ARTICLES
Publisher:	Hindawi Limited
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Patient safety from executive hospital management to wards: A qualitative study identifying factors influencing implementation

Conner, Tony ¹

; Unsworth, John ²

; Machin, Alison ¹

¹ Northumbria University, Newcastle-upon-Tyne, UK ² University of Sunderland, Sunderland, UK

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To examine the journey of safety initiatives from executive hospital management to ward.

Background

Hospital management teams are often responsible for identifying safety priorities and ensuring delivery of these.

Method

Naturalistic study design within a large NHS Hospital Trust. Using semi-structured interviews, focus groups and secondary data analysis, the study examines the implementation of safety initiatives.

Results

While hospital management developed five safety initiatives, only one of these (falls prevention) was actually seen to permeate all layers of the organisation. Other initiatives stopped one layer down. Both middle management and ward staff added to the list of initiatives developed, resulting in 16 priorities. A range of positive and negative

influences to successful implementation are identified.

Conclusions

Safety initiatives need positive reinforcement at all levels to be addressed appropriately. The research suggests that a model related to improvement science may prove useful in ensuring that priorities are addressed.

Implications for nursing management

Care should be taken to ensure that safety initiatives are successfully implemented at all levels within an organisation. Identifying priorities with staff and sharing values and priorities are a key approach to leading such initiatives.

DETAILS

Subject:	Patient safety; Positive reinforcement; Safety; Priorities; Reinforcement; Middle management; Management teams; Hospital administration; Implementation; Qualitative research; Nursing administration
Identifier / keyword:	implementation; initiatives; safety culture; safety priorities
Publication title:	Journal of Nursing Management; Oxford
Volume:	28
Issue:	5
Pages:	1134-1143
Publication year:	2020
Publication date:	Jul 2020
Section:	ORIGINAL ARTICLES
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Dealing with ethical issues in rehabilitation medicine: The relationship between managerial support and emotional exhaustion is mediated by moral distress and enhanced by positive affectivity and resilience

Maffoni, Marina ¹
; Sommovigo, Valentina ²
; Giardini, Anna ³
; Paolucci, Stefano ⁴
; Setti, Ilaria ²

¹ Department of Brain and Behavioural Sciences, Unit of Applied Psychology, University of Pavia, Pavia, Italy; Psychology Unit of Montescano Institute, Istituti Clinici Scientifici Maugeri IRCCS, Pavia, Italy
² Department of Brain and Behavioural Sciences, Unit of Applied Psychology, University of Pavia, Pavia, Italy
³ Psychology Unit of Montescano Institute, Istituti Clinici Scientifici Maugeri IRCCS, Pavia, Italy
⁴ Fondazione Santa Lucia - IRCCS, Rome, Italy

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To analyse whether managerial support and ethical vision of patient care would be related to emotional exhaustion directly or through moral distress and whether these relationships would be conditional on individual levels of positive affectivity and resilience.

Background



Although some studies described the effects of ethical climate, moral distress, resilience and positive affectivity on emotional exhaustion, there are no attempts of explicative models containing these variables.

Methods

A total of 222 Italian professionals employed in neuro-rehabilitation medicine units participated in this cross-sectional study. Descriptive statistics, mediation and moderated mediation analyses were conducted using SPSS.

Results

Managerial support and ethical vision of patient care were negatively related to emotional exhaustion, directly and through moral distress. Professionals high in resilience and positive affectivity benefited more from the protective effect of managerial support on emotional exhaustion through moral distress.

Conclusion

Ethical climate represents a protective factor against moral distress and emotional exhaustion. Moreover, individual levels of positive affectivity and resilience may increase the beneficial effects deriving from managerial support in dealing with ethical issues.

Implication for Nursing Management

Health organisations may consider developing strategies to improve ethical climate, enhance managers' ability to support team in dealing with ethical issues and foster employees' positive affectivity and resilience.

DETAILS

Subject:	Rehabilitation; Positive affect; Fatigue; Teams; Organizational ethics; Patients; Resilience; Ethical dilemmas; Psychological distress; Professional ethics; Morality; Nursing administration; Medical ethics
Business indexing term:	Subject: Professional ethics
Identifier / keyword:	affectivity; emotional exhaustion; ethical climate; moral distress; rehabilitation; resilience
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Implementing advance care planning: A qualitative exploration of nurses' perceived benefits and challenges

Nur Nadhirah Binte Khairuddin ¹ ; Siew Tiang Lau ² ; Wei How Darryl Ang ² ; Tan, Poh Hoon ³ ; Zhong Wei Darren Goh ³ ; Neo Kim Emily Ang ² ; Lau, Ying ²

¹ Department of Nursing, Khoo Teck Puat Hospital, Yishun Health Campus, National Healthcare Group, Singapore City, Singapore ² Alice Lee Centre for Nursing Studies, Yong Loo Lin School of Medicine, National University of Singapore, Singapore City, Singapore ³ Alexandra Hospital, National University Health System, Singapore City, Singapore

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To explore nurses' perspectives on implementing advance care planning (ACP) in an acute setting.

Background

Advance care planning can assist patients to achieve peace of mind and a sense of control in decision-making. Nurses are well-positioned to integrate ACP into practice.

Methods

A descriptive, qualitative study using face-to-face semi-structured interviews was conducted among 16 nurses. A theoretical sampling strategy was used to inform data collection. Data were analysed using a thematic approach.

Results

Three major themes were found from nurses' narratives of implementing ACP: value of ACP, communicating ACP and barriers to advocating ACP.

Implications for Nursing Management

Implementing ACP will require a multi-pronged approach, which includes specific training and changes in hospital policies. Findings from this study will enable hospital administrators to make informed decisions in preparing training programmes for ACP from nurses' perspectives.

Conclusion

Advance care planning provides a clear direction for health care professionals in meeting patients' desired outcomes. However, a lack of understanding and acceptance among the public, as well as systematic clinical routine supporting nurses' roles and responsibilities in ACP, was recognized.

DETAILS

Subject:	Advance directives; Health care; Clinical outcomes; Peace; Professional training; Patients; Sense of control; Policy making; Nurses; Medical personnel; Care plans; Sampling; Clinical nursing; Nursing administration; Qualitative research
Identifier / keyword:	advance care planning; clinical decision-making; nurses; perception; qualitative research
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The relationship between demographic and occupational variables, transformational leadership perceptions and individual innovativeness in nurses

Sarıköse, Seda ¹

; Türkmen, Emine ²

¹ Koc University Graduate School of Health Sciences, Istanbul, Turkey ² Semahat Arsel Nursing Education & Research Center (SANERC), Koc University, Istanbul, Turkey

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

This study aimed to describe innovativeness among nurses and examine the impact of transformational leadership and demographic and occupational variables on individual innovativeness in nurses.

Background

Staff nurses must be innovative in order to solve problems occurring in health care environments and implement evidence-based practice.

Methods

This descriptive, correlational cross-sectional study comprised 300 nurses working in two hospitals in Turkey. The data were collected with a demographic and occupational questionnaire, the Individual Innovativeness Scale and the Transformational Leadership Scale. Data were analysed using descriptive statistics, Pearson's correlation and backward regression.

Results

Most nurses were categorized as "early majority" (45.3%) or "early adopter" (39.3%) for innovativeness. Education level, position, high self-perceptions of leadership skills and/or perceiving transformational leadership as a high-performance expectation were associated with high levels of individual innovativeness.

Conclusion

Almost half of the nurses were early adopters who can be role models to other nurses in the diffusion of innovation. Having higher education levels, positions, leadership skills and expectations from management affected nurses' individual innovation more positively.

Implications for Nursing Management

It can be helpful for nurse managers to understand the adopter categories and affective variables of innovativeness for the diffusion of innovative practices and evidence-based standards at hospitals.

DETAILS

Subject:	Innovations; Variables; Hospitals; Health care; Staff nurses; Nurse managers; Higher education; Transformational leadership; Nurses; Role models; Perceptions; Nursing administration
Identifier / keyword:	innovativeness; nurses; occupational variables; transformational leadership
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Trends in high-impact papers in nursing research published from 2008 to 2018: A web of science-based bibliometric analysis

Zhu, Ruifang ¹

; Wang, Yaping ¹ ; Wu, Rui ¹ ; Meng, Xin ¹ ; Han, Shifan ¹ ; Duan, Zhiguang ^{1 1} School of Nursing, Shanxi Medical University, Taiyuan, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Objective

To assess the overall trends in the development and citation impact of high-impact papers in nursing research worldwide to gain insight into the focus areas of nursing research.

Background

Bibliometric method is proved to be effective in analysing the papers' characteristics, and it gained considerable interest from the scientific community in recent years. An analysis of the characteristics and intrinsic patterns of high-impact papers in nursing research will provide an objective reflection of the research hot spots. Nursing managers can pointedly increase funding amount and strengthen research cooperation in order to put the scientific results into management practice.

Methods

Bibliometric methods and visualization software were used to comprehensively analyse high-impact papers in nursing research in terms of development trends, countries/regions, distribution of subject areas, research institutes, collaborative networks and subject terms.

Results

There were 6,886 papers between 2008 and 2018. The number of papers increased from 528 in 2008 to 723 in 2015, and then remained above 600 in 2016 and 2017. These papers were mainly distributed in nursing, oncology, paediatrics, gynaecology, teaching and education, and cardiac and cardiovascular systems and were cited by 128,845 papers that came from 89 Web of Science subject areas. Papers in nursing research accounted for the largest share of these citations. The top five countries in the world in terms of the number of high-impact papers were the United States, Australia, the United Kingdom, Canada and Sweden. The research institutions with the highest number of high-impact papers worldwide were the University of California System, the University of Pennsylvania, the University of North Carolina, the University of London and the University of Technology Sydney. In this data set, it was shown that research collaborative circles have been formed in the United States, Australia, Canada and Europe; the subject-term analysis indicated that 'women' and 'students' have always been high-interest populations for high-impact papers and that cancer is still one of the greatest threats to human health. Furthermore, the subject terms of high-impact papers in nursing research have gradually evolved from 'disease' and 'therapy' to 'symptoms'.

Conclusion

In recent years, the number of high-impact papers published each year in nursing research has grown over time. Nursing has been shown to be a highly specialized subject, and the majority of its high-impact papers have been published by research institutions. Although cross-regional collaborations are beginning to emerge, there is much room for improvement in this regard. Finally, women, students, cancer and symptomatic care are the current focus areas in nursing research.

Implications for Nursing Management

This study informs nursing managers within the nursing research field about subject areas, collaborative networks and hot topics. It is beneficial to pay attention to studies, manage scientific outputs, allocate resources, seek cooperation and improve the work efficiency of scientific research management.

DETAILS

Subject: Visualization; Collaboration; Oncology; Trends; Research institutions; Health problems; Women; Colleges & universities; Nursing; Citations; Cooperation; Resource allocation; Bibliometrics; Teaching; Cancer; Research management; Technology; Gynecology; Pediatrics; Nursing administration

Location: Canada; Australia; United States--US

Identifier / keyword:	bibliometrics; high-impact papers; nursing research; scientific outputs; visual analysis; web of science
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The effect of mindfulness-based training on stress, anxiety, depression and job satisfaction among ward nurses: A randomized control trial

Ghawadra, Sajed Faisal ¹ ; Khatijah Lim Abdullah ²

; Wan Yuen Choo ³ ; Danaee, Mahmoud ³

; Cheng Kar Phang ⁴ ¹ Department of Nursing Science, Faculty of Medicine, University of Malaya, Kuala Lumpur, Malaysia; Faculty of Nursing, Arab American University - Palestine (AAUP), Jenin, Palestine ² Department of Nursing Science, Faculty of Medicine, University of Malaya, Kuala Lumpur, Malaysia; Fakultas Keperawatan Universitas Airlangga, Surabaya, Indonesia ³ Department of Social & Preventive Medicine, Faculty of Medicine, University of Malaya, Kuala Lumpur, Malaysia ⁴ Behavioral Health Centre, Sunway Medical Centre, Selangor, Malaysia

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ABSTRACT (ENGLISH)

Aim

To assess the effect of a 4-week mindfulness-based training intervention on improving stress, anxiety, depression and job satisfaction among ward nurses.

Background

Previous literature showed that mindfulness-based training is useful for helping nurses cope with stress.

Method

Nurses who have mild to moderate levels of stress, anxiety and depression identified from a teaching hospital were invited to a randomized control trial. The intervention group had a 2-hr Mindfulness-Based Training workshop, followed by 4 weeks of guided self-practice Mindfulness-Based Training website. Both the intervention group ($n = 118$) and the control group ($n = 106$) were evaluated pre- and post-intervention, and 8 weeks later (follow-up) using the Depression, Anxiety, and Stress Scale-21, Job Satisfaction Scale and Mindful Attention Awareness Scale.

Results

There was a significant effect over time on stress, anxiety, depression and mindfulness level ($p < .05$). Regarding the difference between the groups and interaction between time and group, there was a significant effect for anxiety ($p = .037$ $p = .008$) and job satisfaction ($p < .001$, $p = .40$), respectively, with moderate effect size for anxiety reduction (.465) and small for job satisfaction increment (.221).

Conclusion

Mindfulness-Based Training is effective in improving anxiety and job satisfaction among nurses.

Clinical Implications for Nursing Management

Mindfulness-Based Training can be included as hospital policy to reduce anxiety and increase job satisfaction among nurses.

DETAILS

Subject:	Intervention; Mental depression; Professional training; Anxiety; Teaching; Stress management; Consciousness; Occupational stress; Mindfulness; Nurses; Job satisfaction; Clinical nursing; Nursing administration; Clinical trials
Business indexing term:	Subject: Job satisfaction
Identifier / keyword:	anxiety; depression; job satisfaction; mindfulness; nurses; stress
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The effects of indoor ambient temperature at work on physiological adaptation in night shift nurses

Kim, Jeong Hun ¹

; Song, Yeoungsuk ²

¹ Biomedical Research Institute, Pusan National University Hospital, Busan, Korea ² Research Institute of Nursing Science, Kyungpook National University College of Nursing, Daegu, Korea

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

To examine the effects of indoor ambient temperature on thermal comfort, night work tolerance (fatigue, sleepiness and night adaptation) and urinary melatonin in night shift nurses.

Background

Night shift induces physical stress and mental stress. Night shift work and ambient temperature are associated with work performance. The working environment must be improved for successful night shift working. However, the effects of indoor ambient temperature on night shift nurses are unclear.

Methods

In this crossover study, 20 participants were divided into two groups of 10 and were assigned to work in one of two thermo-controlled environments (23°C vs. 26°C) during two consecutive night shifts. Thermal and humidity sensation vote, night work tolerance, body temperature and urinary melatonin were assessed.

Results

There were significant differences between the two groups in thermal sensation and body temperature. There were no significant differences in humidity sensation vote or night work tolerance. Urinary melatonin levels decreased significantly during the second 23°C night shift.

Conclusion

A temperature of 23°C may exert a positive effect on night shift adaptation.

Implications for Nursing Management

Nurses and nursing managers should assess thermal comfort during night shifts, and improved thermal comfort level should be provided to nurses.

DETAILS

Subject:	Shiftwork; Humidity; Fatigue; Nurse managers; Work; Sleepiness; Adaptation; Occupational stress; Melatonin; Body temperature; Nursing; Tolerance; Nurses; Night shifts; Comfort; Shift work; Nursing administration
Business indexing term:	Subject: Shift work
Identifier / keyword:	6-sulphatoxymelatonin; nurses; temperature; work performance
Publication title:	Journal of Nursing Management; Oxford
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Pages:	1098-1103
Publication year:	2020
Publication date:	Jul 2020
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Work stress among Chinese nurses to support Wuhan in fighting against COVID-19 epidemic

Mo, Yuanyuan ¹

; Deng, Lan ¹; Zhang, Liyan ¹; Lang, Qiuyan ²; Liao, Chunyan ³; Wang, Nannan ⁴; Qin, Mingqin ¹; Huang, Huiqiao ¹ ¹ The Second Affiliated Hospital of Guangxi Medical University, Nanning, China ² The First Affiliated Hospital of Guangxi Medical University, Nanning, China ³ Affiliated hospital of Guilin Medical University, Guilin, China ⁴ Liuzhou Worker's Hospital, Liuzhou, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

To investigate the work stress among Chinese nurses who are supporting Wuhan in fighting against Coronavirus Disease 2019 (COVID-19) infection and to explore the relevant influencing factors.

Background

The COVID-19 epidemic has posed a major threat to public health. Nurses have always played an important role in infection prevention, infection control, isolation, containment and public health. However, available data on the work stress among these nurses are limited.

Methods

A cross-sectional survey. An online questionnaire was completed by 180 anti-epidemic nurses from Guangxi. Data collection tools, including the Chinese version of the Stress Overload Scale (SOS) and the Self-rating Anxiety Scale (SAS), were used. Descriptive single factor correlation and multiple regression analyses were used in exploring the related influencing factors.

Results

The SOS (39.91 ± 12.92) and SAS (32.19 ± 7.56) scores of this nurse group were positively correlated ($r = 0.676$, $p < .05$). Multiple regression analysis showed that only children, working hours per week and anxiety were the main factors affecting nurse stress ($p = .000$, $.048$, $.000$, respectively).

Conclusions

Nurses who fight against COVID-19 were generally under pressure.

Implications for Nursing Management

Nurse leaders should pay attention to the work stress and the influencing factors of the nurses who are fighting against COVID-19 infection, and offer solutions to retain mental health among these nurses.

DETAILS

Subject:	Infections; Only children; Anxiety; Stress; Psychiatric nurses; COVID-19; Working hours; Occupational stress; Public health; Epidemics; Regression analysis; Nurse led services; Public health nurses; Nurses; Mental health; Chinese languages; Nursing administration; Disease control
Business indexing term:	Subject: Occupational stress
Identifier / keyword:	a cross-sectional survey; Chinese nurses; COVID-2019 epidemic; work stress; Wuhan
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A validation study of the Job Crafting Scale among nurses in public hospitals in China

Cheng, Hui ¹

; Ding, Yongxia ¹; Wang, Binqun ² ¹ Nursing College of Shanxi Medical University, Taiyuan, China ² Department of Otolaryngology, Head and Neck Surgery, The First Hospital, Shanxi Medical University, Taiyuan, China

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Purpose

To verify the reliability and validity of the Job Crafting Scale among nurses in Chinese public hospitals.

Background

Job crafting is an important organisational variable for medical institutions. Although the Japanese and Spanish versions of the Job Crafting Scale are available, this scale has not been validated in Chinese nurses.

Methods

A convenience sample of 2,095 registered hospital nurses was recruited from 25 provinces in mainland China from June 2019 to July 2019. Descriptive analyses were performed. Reliability and correlation analyses, exploratory factor analyses and confirmatory factor analyses of data collected using the Chinese version of the Job Crafting Scale were also conducted.

Findings

The Chinese version of the Job Crafting Scale has good validity and reliability. The goodness-of-fit indices for confirmatory factor analysis were acceptable (CFI = 0.933, NFI = 0.927, TLI = 0.920, IFI = 0.933). The Cronbach α coefficient for the total scale was .920, and the coefficients for each dimension of this scale were between .804 and .894.

Conclusion

The Chinese version of the Job Crafting Scale has good reliability and validity, which supports its use as an effective tool to measure the working level of job crafting among nurses in public hospitals in China.

Implications for Nursing Management

Nurse managers may use reliable and effective tools, including the Chinese version of the Job Crafting Scale, to

determine the level of job crafting at their institutions and to develop effective interventions to improve it.

DETAILS

Subject:	Provinces; Hospitals; Validity; Nurse managers; Discriminant analysis; Validation studies; Confirmatory factor analysis; Nurses; Reliability; Exploratory factor analysis; Chinese languages; Nursing administration
Location:	China
Identifier / keyword:	Job Crafting Scale; job demands–resources model; validation
Publication title:	Journal of Nursing Management; Oxford
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Publication year:	2020
Publication date:	Jul 2020
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Identifying the factors influencing Saudi Arabian nurses' turnover

Abdullah Ghaleb Alshareef ¹ ; Wraith, Darren ² ; Dingle, Kaeleen ³ ; Mays, Jennifer ⁴ ¹ School of Business, University of Jeddah, Jeddah, Saudi Arabia ² School of Public Health & Social Work, Institute of Health and Biomedical Innovation (IHBI), Queensland University of Technology, Kelvin Grove, Qld, Australia ³ School of Public Health and Social Work, Queensland University of Technology, Kelvin Grove Campus, Kelvin Grove, Qld, Australia ⁴ Social Work & Human Services, Public Health and Social Work, Faculty of Health, Queensland University of Technology, Kelvin Grove, Qld, Australia

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aims

This study identifies and analyses the risk factors contributing to nursing turnover in Saudi Arabia and identifies practical solutions to decrease turnover and encourage nurses to stay in their jobs.

Background

Saudi Arabia has a unique nursing profile, as the majority of the nursing workforce are expatriates. The Saudi health care system relies on contracted expatriate nurses to provide most of the direct patient health care. For nurses from other countries, Saudi Arabia can be a challenging place to work due to a range of factors including personal, policy and organisational variables. There is a high turnover of expatriate nurses, and this has been long-standing problem for the Saudi Arabian health care system.

Method

A cross-sectional survey design among nurses in Saudi Arabia including 502 nurses, of whom 83.7% are female. Structural equation modelling is used to examine the relationships between the study variables. Confirmatory factor analysis is used to create and validate the measurement models for variables.

Results

The analysis of the survey data identifies that Filipino nurses are more likely to intend to leave their current position than other expatriates, including Malaysian, Pakistani, Indian or local Saudi nurses. Many expatriates identify discrimination as an important contributing factor for their intention to leave, citing that the national salary

remuneration for nurses should be based on competency and delivery of care. Furthermore, several independent variables are found to be significant predictors of anticipated turnover, including discrimination; social support from immediate supervisor; organisational commitment; and autonomy.

Conclusions

This study provides the most comprehensive information available to date about the factors that influence nurses' desire to leave their current job and provides evidence for better health workforce planning in Saudi Arabia. This study strongly indicates that the main factor related to turnover is the unfair and unequal salaries paid to nurses of different nationalities in Saudi Arabia.

Implications for Nursing Management

The findings relating to both Saudi and foreign nurse employment could be helpful to policymakers and the Ministry of Health in Saudi Arabia.

DETAILS

Subject:	Expatriates; Workforce; Risk factors; Patients; Discrimination; Modelling; Policy making; Nursing; Nurses; Social support; Measurement; Health care; Confirmatory factor analysis; Polls & surveys; Organizational commitment; Philippino; Employment; Autonomy; Wages & salaries; Nursing administration; Workforce planning
Location:	Saudi Arabia
Identifier / keyword:	nursing staff; organisational factors; personnel management; structural equation modelling; turnover
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The relationship between the competence of nurses and their attitudes in medical errors: a cross-sectional survey

Kirca, Nurcan ¹

; Mustafa Levent Ozgonul ² ; Bademli, Kerime ³ ¹ Department of Obstetrics & Gynecological Nursing, Faculty of Nursing, Akdeniz University, Antalya, Turkey ² Department of History of Medicine and Ethics, Faculty of Medicine, Akdeniz University, Antalya, Turkey ³ Department of Psychiatric Nursing, Faculty of Nursing, Akdeniz University, Antalya, Turkey

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

The aim of this descriptive study is to determine the relationship between competencies and attitudes of nurses in medical errors.

Background

The level of competence of nurses directly affects the patient's safety, health status, morbidity and mortality rates,

and satisfaction with nursing care. Nurses are expected to demonstrate a high level of competence in fulfilling their duties and responsibilities and thus to minimize the incidence of medical errors.

Methods

This study was carried out with nurses ($n = 243$) working in a university hospital in Turkey between May and July 2019. A personal information form, the Nurse Competence Scale and the Medical Errors Attitude Scale were used in the collection of data.

Results

A relationship was found between the competence of nurses and their attitudes in medical errors. It appeared that the work role subscale had the highest mean score (48.76 ± 6.83) according to the Nurse Competence Scale subscales. The mean scores of the diagnostic functions and ensuring quality subscales of the scale were found to be low. While the mean scores of the Medical Errors Attitude Scale of the nurses were close to each other, the highest mean score was found in the subscale of approach to medical errors (3.94 ± 0.35).

Conclusion

The nurses had a modest level of competence and their attitudes towards medical errors were positive.

Implications for Nursing Management

It is necessary that the competence of nurses is increased. Increasing their competence will also increase their awareness on medical error attitudes.

DETAILS

Subject:	Health status; Critical incidents; Nursing; Mortality rates; Morbidity; Personal information; Competence; Attitudes; Nurses; Medical errors; Nursing care; Nursing administration; Attitude measures; Occupational roles
Identifier / keyword:	attitude; competence; medical errors; nurse
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Influence of toxic and transformational leadership practices on nurses' job satisfaction, job stress, absenteeism and turnover intention: A cross-sectional study

Labrague, Leodoro J ¹

; Nwafor, Chidozie E ²; Tsaras, Konstantinos ³ ¹ College of Nursing, Sultan Qaboos University, Muscat, Sultanate of Oman ² Department of Psychology, Nnamdi Azikiwi University, Awka, Nigeria ³ Nursing Department, Technological Educational Institute of Thessaly, Larissa, Greece

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ABSTRACT (ENGLISH)

Aim

This study examined the influence of toxic and transformational leadership practices on nurses' job satisfaction,

psychological distress, absenteeism and intent to leave the organisation or the nursing profession.

Background

Transformational leadership is attributed to favourable nurse consequences; however, the nursing literature is silent regarding the causal association between toxic leadership and nurses' job outcomes.

Methods

This is a cross-sectional study involving 770 registered nurses from 15 hospitals in Central Philippines. Data were collected using seven self-report scales during the months of December 2019 to February 2020.

Results

The composite scores for the transformational leadership scale and toxic leadership scale were 4.22 and 1.59, respectively. Toxic leadership predicted job satisfaction, absenteeism, psychological distress and intention to leave the profession. Transformational leadership predicted job satisfaction and intent to leave the profession.

Conclusion

Results suggest that nurses working with a transformational leader report higher job contentment and lower intent to leave the nursing profession. Nurses who work for a manager exhibiting toxic leadership behaviours demonstrated lower job contentment, higher stress levels, frequent absenteeism and higher intent to leave the nursing profession.

Implication for Nursing Management

Nurse retention strategies should include measures to foster transformational leadership and derail toxic leadership practices in nurse managers through evidence-based education, training and professional development.

DETAILS

Subject:	Hospitals; Nurse managers; Occupational stress; Nursing; Job satisfaction; Absenteeism; Transformational leadership; Nurses; Professional development; Psychological distress; Leadership; Nursing administration; Employee turnover
Business indexing term:	Subject: Job satisfaction Leadership Absenteeism Employee turnover
Identifier / keyword:	job satisfaction; job stress; nurse; toxic leadership; transformational leadership; turnover intention
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Transition shock and newly graduated nurses' job outcomes and select patient outcomes: A cross-sectional study

Labrague, Leodoro J ¹

; Janet Alexis A De los Santos ^{2 1} College of Nursing, Sultan Qaboos University, Muscat, Oman ²
College of Nursing, Visayas State University, Leyte, Philippines

[ProQuest document link](#)

ABSTRACT (ENGLISH)

Aim

This study examined transition shock experiences in newly graduated nurses as well as its relative influence on job outcomes (job satisfaction, stress and burnout, and intent to leave their organisation) and select patient outcomes (missed care, adverse events and perceived quality of care).

Background

Transition shock is a reality common among newly graduated nurses and has been considered an issue relevant to nursing administrators. To date, the mechanism by which transition shock perception is linked with nurse and patient outcomes remains unexplored.

Methods

A descriptive, cross-sectional design was used. One hundred seventy-six newly graduated nurses (nurses with <1 year of work experience) were included in the study. Data were collected using seven standardized scales.

Results

Hospital classification (e.g., being employed in a government-owned hospital) ($\beta = 0.255$; $p = .001$) predicted transition shock. Overall, newly graduated nurses reported greatest challenges with regard to their expectations of the actual work environment (mean = 2.60, standard deviation = 0.42) and in balancing their professional and personal lives (mean = 2.51, standard deviation = 0.35). Higher levels of reality shock were associated with adverse patient events ($\beta = 0.821$; $p = .001$).

Conclusion

New graduates experience great challenges in balancing their professional and personal lives. Ensuring work–life balance and work readiness in newly graduated nurses may potentially reduce the occurrence of missed nursing care and adverse events.

Implications for Nursing Management

Nurse managers can adequately support newly graduated nurses' transition through the implementation of empirically based transition programmes. By providing flexible work arrangement, reasonable workload, adequate nurse staffing, limited mandatory overtime and self-scheduling, nurse managers can effectively assist newly graduated nurses in attaining work–life balance.

DETAILS

Subject:	Clinical outcomes; Personal information; Nurse managers; Classification; Patients; Work environment; Nursing care; Occupational stress; Burnout; Nurse led services; Critical incidents; Nursing; Deviation; Job satisfaction; Quality of care; Work experience; Staffing; Medical errors; Nurses; Transition programmes; Nursing administration
Identifier / keyword:	missed nursing care; new graduate transition; nurse; patient adverse events; reality shock; transition shock
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Association between continuity of nursing care and older adults' hospitalization outcomes: A retrospective observational study

Tonkikh, Orly ¹

; Zisberg, Anna ¹ ; Shadmi, Efrat ¹ ¹ The Cheryl Spencer Department of Nursing, University of Haifa,

ABSTRACT (ENGLISH)

Aim

To assess the relationship between continuity in nursing assignment in older adults' acute hospitalization and patient experience and functional decline.

Background

In-hospital functional decline affects up to 40% of hospitalized older adults. Nurses are responsible for performing functioning-preserving interventions. Whether continuity of nursing care contributes to patients' functional outcomes is unclear.

Method

A retrospective observational study of 609 patients aged ≥ 70 admitted to internal medicine units. Patients were surveyed on their functional (cognitive and physical) status and satisfaction with the hospital care experience. Dispersion and sequence of nursing assignment were measured by the Continuity of Care Index and Sequential Continuity Index. Multivariate logistic regressions were modelled for each continuity score and outcome.

Results

Achieving 25% of the maximum Continuity of Care Index was associated with lower odds of cognitive decline (OR = 0.64, 95% CI = 0.43–0.94) and higher odds of satisfaction (OR = 1.52, 95% CI = 1.06–2.17). Achieving 25% of the maximum Sequential Continuity Index was associated only with higher odds of satisfaction (OR = 1.43, 95% CI = 1.01–2.02). Continuity scores were not associated with physical functioning decline.

Conclusion

Continuity in nursing assignment is related to a positive patient experience and cognitive functioning of hospitalized older adults.

Implications for Nursing Management

Continuity should be prioritized in scheduling and assignment algorithms.

DETAILS

Subject:	Cognitive functioning; Patients; Cognitive impairment; Continuity of care; Nursing care; Older people; Physical ability; Nursing; Patient admissions; Functional impairment; Hospitalization; Assignment; Nursing administration; Observational studies
Identifier / keyword:	aged; cognition; continuity of patient care; hospitalization; nursing care
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Mei-Li Chen, Yi-Heng Chen, Li-Chan Lin, & Li-Lan Chuang. (2020). Factors influencing the self-perceived competencies in spiritual care of nurses in the long-term care facilities. *Journal of Nursing Management*, 28(6), 1286-1294. doi:<https://doi.org/10.1111/jonm.13080>

AimsTo identify key factors influencing institutional nurses' self-perceived competencies in spiritual care.
BackgroundIn the past decade, interest in spiritual care has been increasing; however, in long-term care facilities, limited knowledge is available about nurses' competencies in spiritual care.
MethodsThe cross-sectional study was conducted with 202 nurses in 11 long-term care facilities. Data were collected in a survey using the Spirituality and Spiritual Care Rating Scale, the Nurse Spiritual Care Therapeutics Scale, the Spiritual Care Competence Scale and demographic questions. Data were analysed using stepwise linear regression.
ResultsStudy findings revealed that nurses' perceptions of spirituality and spiritual care, frequency of spiritual care provision and self-satisfaction with the spiritual care given all significantly predicted overall spiritual care competence, which together explain 58% of the total variance.
ConclusionsImproving nurses' perceptions of spirituality and spiritual care and encouraging the performance of spiritual care may be an effective pathway to enhance the spiritual care competence of institutional nurses.
Implications for Nursing ManagementAdditional continuing education on spiritual care topics and the establishment of clear guidance and support from institutional administrators are required to enable nurses to deal with spiritual issues as they arise and improve the quality of holistic care.

Alhalal, E., Laila, M. A., & Abdulrahman, N. A. (2020). Predictors of patient-centered care provision among nurses in acute care setting. *Journal of Nursing Management*, 28(6), 1400-1409. doi:<https://doi.org/10.1111/jonm.13100>

AimThe study was conducted to assess the predictors of patient-centred care provision among nurses working in an acute care setting. We hypothesized that higher structural empowerment and compassion satisfaction and lower burnout would predict the provision of patient-centred care.
BackgroundPatient-centred care is a crucial aspect of quality health care and the heart of nursing care. Although previous studies have highlighted some determinants of patient-centred care provision among nurses, there remains a gap in understanding the factors that predict the provision of patient-centred care.
MethodsA cross-sectional predictive design was used. Through random sampling, 255 nurses were recruited from five hospitals providing acute care services in Saudi Arabia.
ResultsMultiple linear regression revealed that compassion satisfaction ($\beta = 0.260$ 95% CI: 0.201–0.645], burnout ($\beta = -0.266$ 95% CI: -0.998 to -0.403]) and structural empowerment ($\beta = 0.273$ 95% CI: 0.462–1.427]) jointly explained significant variance (27.5%) in the provision of patient-centred care by nurses.
ConclusionsThe study findings reveal that lower burnout, higher compassion satisfaction and structural empowerment increase nurses' provision of patient-centred care.
Implications for Nursing ManagementLeadership and managerial strategies that not only address compassion satisfaction and burnout but also empower nurses are crucial for the provision of patient-centred care by nurses.

Ya-Ting Ke, & Chich-Hsiu Hung. (2020). Factors that affect the health status of health care providers—A cross-sectional design. *Journal of Nursing Management*, 28(6), 1199-1206. doi:<https://doi.org/10.1111/jonm.13057>

AimTo explore the factors that affect the health status of health care providers.
BackgroundThere is a lack of studies that address the stress, resilience, social support and health status of health care providers.
MethodsUsing a cross-sectional study design, 500 participants were recruited from three hospitals which were operated by one entity in southern Taiwan. Data were collected with structured questionnaires. A logistic regression analysis was performed to explore the factors that might affect the health status of health care providers.
ResultsAmong the 500 health care providers, 345 were healthy and 155 were unhealthy. Health status was not significantly correlated with any demographic characteristics, but was significantly correlated with work stress, resilience and social support, with work stress being an important factor influencing the health status of health care providers.
ConclusionsHealth care providers with health issues had higher work stress, less resilience and less social support than did healthy medical personnel. Moreover, work stress was the main factor affecting the health of health care providers.
Implications for Nursing ManagementHospital administrators should conduct a series of health management programmes to identify high-risk employees who might need assistance. Such programmes promoting healthy workplaces are necessary,

as well as studies that examine the effectiveness of such strategies.

Habibzadeh, H., Baghaei, R., & Ajoudani, F. (2020). Relationship between patient safety culture and job burnout in Iranian nurses: Assessing the mediating role of second victim experience using structural equation modelling. *Journal of Nursing Management*, 28(6), 1410-1417. doi:<https://doi.org/10.1111/jonm.13102>

AimThe study examined the mediating effect of the second victim experience between safety culture and burnout in Iranian nurses.**Methods**A convenience sample of 298 nurses from five teaching hospitals of Urmia participated in the study. Hospital Survey on Patient Safety Culture, Maslach Burnout Inventory and The Second Victim Experience and Support Tool were used to measure the major variables. We adopted structural equation modelling to examine the hypotheses.**Results**Safety culture was significantly associated with second victim experience and burnout ($p < .01$). Second victim experience had a partial mediating role on the relationship between safety culture and burnout ($p < .01$). The mediating model including major variables showed satisfactory fitness ($\chi^2/df = 2.11$, $p < .01$, Comparative Fit Index = 0.94, root-mean-square error of approximation = 0.062).**Conclusions**Establishing a safety culture is crucial for decreasing job burnout, and second victim experience has an intervening role clarifying how high level of safety culture reduces burnout.**Implications for Nursing Management**Managers should plan to promote safety culture and provide sufficient support to staff involved in the patient safety incident, which could reduce staff burnout.

Doleman, G., Twigg, D., & Bayes, S. (2020). A comparison of middle managers' and paediatric nurses' satisfaction with organisational communication. *Journal of Nursing Management*, 28(6), 1223-1232. doi:<https://doi.org/10.1111/jonm.13064>

AimsTo explore the differences in organisational communication satisfaction between ward paediatric nurses and middle managers, and to assess whether there is a difference in organisational communication satisfaction between paediatric nurses and middle managers with different educational levels, years of nursing and managerial experience, contracted hours, area of work, age and gender.**Background**Previous studies reported a connection between job satisfaction, work commitment and organisational communication; however, nurses' and nursing middle managers' satisfaction with organisational communication has not been extensively studied in recent years and not at all among paediatric nurses.**Methods**A cross-sectional quantitative research design using online and hard copy self-reported questionnaires was used. Data were collected at one point in time from paediatric nurses and middle (nursing) managers working in a tertiary paediatric hospital in Australia. Statistical methods were employed for data analysis.**Results**The middle management group were significantly more dissatisfied with organisational communication than the paediatric ward nurse group. Middle managers were found in this study to effectively manage and maintain communication lines with the personnel who reported to them; however, communication within the management cohort itself was found to be suboptimal.**Conclusion**Further research to understand how horizontal and vertical communications at the nurse manager and executive level can be optimised is required.**Implications for nursing management**It is anticipated that the findings from this study may increase the understanding of communication satisfaction between paediatric nurses and middle managers. The study has highlighted the need for improvement with information flow in the management cohort with the addition of extra managerial support and empowerment.

Cilar, L., Pajnkihar, M., & Štiglic, G. (2020). Validation of the Warwick-Edinburgh mental Well-being scale among nursing students in slovenia. *Journal of Nursing Management*, 28(6), 1335-1346. doi:<https://doi.org/10.1111/jonm.13087>

AimThe aim of this study was to assess the validity of the Warwick-Edinburgh Mental Well-being Scale used for measuring mental well-being.**Background**Nursing students' mental well-being is often poor due to various academic and personal stressors. Nursing students are involved in clinical practice and are facing birth, death, health, diseases and other stressful situations. They may be exposed to higher levels of stress than students from other study programmes.**Methods**A cross-sectional study was conducted among nursing students in Slovenia. We performed a 6-step analysis of the psychometric properties of the Warwick-Edinburgh Mental Well-being Scale.

Moreover, content validity of the scale was assessed. Results The scale formed a unidimensional scale with good homogeneity ($H < 0.40$) and reliability ($\alpha = 0.91$; $\beta = 0.87$; $\lambda = 0.92$; $\omega = 0.91$). The confirmatory factor analysis suggested that the WEMWBS was suitable for use as a single scale (RMSEA = 0.085, CFI = 0.907; TLI = 0.891) and measures one construct, mental well-being. I-CVI is acceptable for all 14 items, kappa coefficient was excellent, and S-CVI was assessed as acceptable. Conclusions The Slovenian version of the scale achieved good validity and reliability in a sample of nursing students and is recommended for future usage. Implications for Nursing Management The validated questionnaire can be used by nurse managers to assess nursing students' mental well-being during their clinical placement.

Labrague, L. J. (2020). Organisational and professional turnover intention among nurse managers: A cross-sectional study. *Journal of Nursing Management*, 28(6), 1275-1285. doi:<https://doi.org/10.1111/jonm.13079>

Aim We sought to examine factors associated with organisational and professional turnover intention among nurse managers. Background Turnover among nurse managers is an ongoing problem in many health care institutions worldwide. While many studies exist that have examined factors contributing to organisational turnover intention, surprisingly, little is known about which factors contribute to nurse managers' decisions to quit the profession. Methods This cross-sectional study involved 240 nurse managers working in 17 hospitals in the central Philippines. Five validated standardized scales were used for data collection. Results The composite scores of the organisational and professional turnover intention measures were 2.75 and 1.97, respectively (Likert range: 1/strongly disagree to 5/strongly agree). Work-Family Conflict ($\beta = 0.127$; $p < .05$) and job satisfaction ($\beta = -0.315$; $p < .001$) were strongly associated with organisational turnover intention. Job stress was correlated with stronger professional ($\beta = 0.200$, $p < .01$) and organisational turnover intentions ($\beta = 0.281$; $p < .001$). Conclusion Nurse managers reported a moderate level of organisational turnover intention and a low level of professional turnover intention. Job satisfaction, job stress, and Work-Family Conflict were identified as significant predictors of organisational and professional turnover intentions. Implications for Nursing Management Turnover intention among nurse managers can be best addressed by exploring organisational measures such as a structured transition programme (e.g. nurse manager orientation, coaching, mentorship or preceptorship), leadership programme for new nurse managers and stress management interventions. Further, through provision of a work- and family-friendly workplace and consistent career growth opportunities, retention of nurse managers may be enhanced.

Han, N. (2020). Korean nurses' participation in health care policy reform: A phenomenological study. *Journal of Nursing Management*, 28(6), 1347-1355. doi:<https://doi.org/10.1111/jonm.13088>

Aim To explore the health care policy reform activities of Korean nurses engaged in civic organisations. Background Nursing professionals must lead health care policy reforms to create a health care environment that improves the public health outcomes as the change in population and disease structure accelerates. Methods Using Colaizzi's phenomenological analysis, this study conducted in-depth interviews with seven Korean civic activist nurses who had led successful health care policy reforms through policy interventions. Results Five themes were identified and validated: recognition of social responsibilities and limitations faced; becoming a health care professional; social solidarity beyond nursing; political influence outside the political arena; and leading reform by entering the political arena. Conclusion Participants had the experience of exerting political influence and successfully leading health care policy reforms through civic organisations and social solidarity to solve problems related to nursing. Implications for Nursing Management The findings of this study can inform educational curricula or interventional programmes for enhancing general nurses' political competencies and policy interventions.

Algunmeeyn, A., Alrawashdeh, M., & Alhabashneh, H. (2020). Benefits of applying for hospital accreditation: The perspective of staff. *Journal of Nursing Management*, 28(6), 1233-1240. doi:<https://doi.org/10.1111/jonm.13066>

Aim This investigation aimed to explore the benefits associated with implementing an accreditation programme in hospitals in Jordan, from the perspective of doctors and nursing staff. Background Although Jordan is one of the first Arab countries in the Middle East to adopt accreditation standards, little has been identified with regard to the

benefits of implementing accreditation for the quality of health care in Jordanian hospitals. Method A qualitative approach was employed in this project. Face-to-face interviews were therefore conducted with 10 nurses at different levels and 10 doctors, including different specialists from two Jordanian hospitals (one private and one public). Result Four key benefits of accreditation were recognized in the sampled hospitals: quality improvement, patient satisfaction, patient safety, cost-effectiveness and improved reputation. Conclusion This study has tried to offer an in-depth understanding of the impact of this programme. The results reveal that while professionals project a positive attitude to accreditation, their opinions are built on substantial information and supported by evidence-based study or monitoring plans, which could determine and quantify the precise benefits of accreditation in terms of quality. Implications for Nursing Management This investigation may be important for nurses, especially in managerial positions. Recommendations for implementing accreditation in Jordanian hospitals were derived from this examination.

Cobo, M. R., Medina Moya, J. L., Eva, G. A., & Montserrat Solà Pola. (2020). A qualitative model for evaluating and improving nursing governance in medium- and long-term intermediate care. *Journal of Nursing Management*, 28(6), 1391-1399. doi:<https://doi.org/10.1111/jonm.13096>

Aim To evaluate nursing governance in intermediate care in Catalonia Spain and propose improvements. Background Drawing on two existing models, the Magnet model and the corporate governance model, we propose that good nursing governance requires nursing leaders to apply the following dimensions: transformational leadership, transformational culture, commitment and sustainability, authority, scientific evidence, transparency and communication, and teamwork. Method A qualitative, exploratory study conducted in two phases. First, we asked nursing leaders in intermediate care to describe their opinions and experiences in each of the dimensions. Next, we observed governance practices at two intermediate care centres and conducted interviews with their nursing leaders. Content analysis was used. Results Our participants' behaviour corresponded closely to the model in the dimensions of transformational culture and commitment and sustainability but failed to meet the model in the dimensions of scientific evidence and transparency and communication. Conclusions Participants had a leadership style focused on transforming their surroundings. According to the model, the leaders in our sample should draw more on scientific evidence and improve their internal communication about outcomes. Implications for Nursing Management Establishing committees of nurses to address areas in which governance does not adhere to the model would create sustainable benefits for patients and nurses in intermediate care.

Zou, W., Zeng, Y., Peng, Q., Xin, Y., Chen, J., & Houghton, J. D. (2020). The influence of spiritual leadership on the subjective well-being of Chinese registered nurses. *Journal of Nursing Management*, 28(6), 1432-1442. doi:<https://doi.org/10.1111/jonm.13106>

Background Challenging working conditions and job characteristics can result in nurses experiencing significant workplace stress and adversity. Aim To examine how and why spiritual leadership may have a positive influence on nurses' subjective well-being. Method A total of 339 registered nurses from five public hospitals in Mainland China participated in this study. Hypotheses were tested using the PROCESS macro. Results Spiritual leadership influenced the subjective well-being indirectly through workplace spirituality. The interaction between spiritual leadership and power distance orientation on workplace spirituality was significant. Power distance orientation moderates the indirect effect of spiritual leadership on the subjective well-being through workplace spirituality, and this indirect effect is more positive for nurse with lower power distance orientation. Conclusions Spiritual leadership is a significant contextual factor in the workplace that may influence the nurses' workplace spirituality and subjective well-being. Based on their power distance orientation, nurses may have different responses to spiritual leadership, resulting in differing levels of workplace spirituality. Implications for Nursing Management Spirituality can satisfy the internal needs of nurses. Spiritual leadership can facilitate a spiritual working context for sustaining the subjective well-being of nurses. Hospitals should provide training programmes to help existing leaders engage in spiritual leadership.

Marta Domingo-Osle, & Domingo, R. (2020). Nursing and spirituality: A discussion paper on intertwining metaparadigms. *Journal of Nursing Management*, 28(6), 1268-1274. doi:<https://doi.org/10.1111/jonm.13076>

AimTo explore connections between spiritual metaparadigm and the nursing metaparadigm and advocate for a progressive spiritualization of nursing management.
BackgroundRelationship between the spiritual holistic metaparadigm of love, communion and gift and the holonic nursing metaparadigm of care, relationship and practice is not completely understood.
MethodThe construction of a theoretical explanation on the basis of accumulated knowledge in the fields of nursing and spirituality (especially Christian spirituality) for the purpose of constructing a meaningful description.
ResultsDeep connectivity between the elements of both metaparadigms: love and care, communion and relationship, and gift and practice.
ConclusionThe connection between the spiritual and nursing metaparadigms is real in nursing education, practice and management because of the holistic character of spirituality. In collective intentions and cultural values are the main channels of interaction between the nursing and the spiritual metaparadigms.
Implications for nursing managementSpirituality influences nursing management by, among other things, (a) providing meaning and purpose; (b) promoting cohesion in health communities; (c) fostering respect for ethics; (d) stimulating innovation; (e) encouraging leadership; and (f) illuminating the workplace.

McCance, T., Dickson, C. A. W., Daly, L., Boomer, C. A., Brown, D., Lynch, B., . . . McCormack, B. (2020). Implementing person-centred key performance indicators to strengthen leadership in community nursing: A feasibility study. *Journal of Nursing Management*, 28(6), 1443-1452. doi:<https://doi.org/10.1111/jonm.13107>

AimsTo explore the utility and feasibility of implementing eight person-centred nursing key performance indicators in supporting community nurses to lead the development of person-centred practice.
BackgroundPolicy advocates person-centred health care, but few quality indicators exist that explicitly focus on evaluating person-centred practice in community nursing. Current quality measurement frameworks in the community focus on incidences of poor or missed opportunities for care, with few mechanisms to measure how clients perceive the care they receive.
MethodsAn evaluation approach derived from work of the Medical Research Council was used, and the study was underpinned by the Person-centred Practice Framework. Participatory methods were used, consistent with person-centred research.
ResultsData were thematically analysed, revealing five themes: giving voice to experience; talking the language of person-centredness; leading for cultural change; proud to be a nurse; and facilitating engagement.
ConclusionsThe findings suggest that implementing the eight person-centred nursing key performance indicators (KPIs) and the measurement framework is feasible and offers a means of evidencing person-centredness in community nursing.
Implications for Nursing ManagementPerson-centred KPI data, used alongside existing quality indicators, will enable nurse managers to evidence a high standard of care delivery and assist in the development of person-centred practice.

Arakelian, E., Wålinder, R., Anna Rask-Andersen, & Rudolfsson, G. (2020). Nurse managers in perioperative settings and their reasons for remaining in their jobs: A qualitative study. *Journal of Nursing Management*, 28(6), 1191-1198. doi:<https://doi.org/10.1111/jonm.13054>

AimThe study describes what helps nurse managers maintain the strength to keep going as leaders.
BackgroundGood leadership is important for the quality of patient care, patient satisfaction in care and efficiency. Many nurse managers stay on despite challenges at work.
MethodsTwelve nurse managers were interviewed. Data were analysed by systematic text condensation according to Malterud.
ResultsThe results were as follows: A—Walking side by side with my employees; B—Knowing that I mean something to my employees; C—Talking to myself—asking myself tough questions; D—Having someone to talk to, to decrease the feeling of being alone; E—Leading and managing in my own way—the fear of not succeeding is my motivation.
ConclusionThe nurse managers built their own strategies to get through and get on when difficult situations arose. In order to succeed in leading their employees, the nurse managers gathered their inner strength through moving caritatively back and forth between the 'secret room' and the 'staff room' in the house of leadership.
Implications in Nursing ManagementThe manuscript gives insights into where nurse managers found sources of strengths in their everyday work. To realize their employees' strengths and motivation made a difference for nurse managers as a driving force. By having someone to talk to and by asking themselves tough questions, they were prepared for the challenges that came.

Tracera, G., Katerine, d. S., Nascimento, F., Sousa, K. H., Portela, L., & Zeitoune, R. C. (2020). Factors associated with absenteeism of nursing professionals in university outpatient clinics in brazil. *Journal of Nursing Management*, 28(6), 1259-1267. doi:<https://doi.org/10.1111/jonm.13073>

ObjectiveTo analyse the sociodemographic, occupational and health profile of nursing professionals working in university outpatient services and their relationship with absenteeism.**Background**The organisation and working conditions in outpatient services may be directly related to the illness and absenteeism in the nursing profession.**Method**Analytical cross-sectional study was conducted in 11 outpatient clinics in the city of Rio de Janeiro/Brazil with nursing professionals. A self-applicable data collection tool was used for sociodemographic, occupational and health characterization. The analyses were performed using chi-square tests, odds ratio calculation and a 95% confidence interval.**Results**Absenteeism due to illness in the previous 12 months was reported by 35.9% of workers. Sociodemographic and occupational characteristics were not significantly associated with absenteeism, having a positive association only among workers who had two or more jobs. In health-related variables, self-rated health was significantly associated with long absenteeism. Individuals with four or more chronic diseases had a 187% higher chance of being absent for more days.**Conclusion**The analysis of factors associated with absenteeism must take into account the context of outpatient nursing work and its consequences for the health-disease process.**Implications for nursing management**This allows for rethinking proposals for interventions based on the reality of workers' health.

Hyun, A., Tower, M., & Turner, C. (2020). Exploration of the expected and achieved competency levels of new graduate nurses. *Journal of Nursing Management*, 28(6), 1418-1431. doi:<https://doi.org/10.1111/jonm.13105>

AimTo explore the expected and achieved competency levels of new graduate nurses.**Background**There are global concerns about a perceived disconnect between the educational preparation of new graduates and the expectations of employers about their work readiness. It is important to understand competency levels expected and achieved of new graduate nurses.**Method(s)**The study was conducted in three phases: the identification of competencies, development of a survey instrument and exploration of levels of competency from the perspectives of key stakeholders.**Results**New graduates were well prepared for demonstrating respect to patients, but needed to be closely supported when providing emergency care. Results highlighted that new graduates felt less competent than graduating students in those competencies related to legal and ethical practice. Importantly, expectations about new graduates' competency varied between educators and managers.**Conclusion(s)**The findings provide important information about new graduates' competency levels, revealing a mismatch in the perception of key stakeholders about competency levels. This has important implications for building new graduates readiness for practice and highlights the importance of collaboration between key stakeholders to address competency gaps.**Implications for Nursing Management**Supportive opportunities should be provided to new graduate nurses to fill gaps in beginner competency.

Chen, L., Xiao, L. D., Han, W., Meyer, C., & Müller, A. (2020). Challenges and opportunities for the multicultural aged care workforce: A systematic review and meta-synthesis. *Journal of Nursing Management*, 28(6), 1155-1165. doi:<https://doi.org/10.1111/jonm.13067>

AimsTo identify (a) the challenges for multicultural aged care teams; (b) the opportunities to facilitate teamwork; and (c) the strategies to assist team members in a multicultural work environment.**Background**High-income countries have an increasingly culturally diverse aged care workforce. Fostering teamwork in such an environment is challenging.**Methods**This systematic review of qualitative studies followed the Joanna Briggs Institute (JBI) meta-aggregation approach. Six databases were searched. Retrieved articles were screened by two reviewers. This review identified 111 findings that were aggregated into 15 categories and five themes.**Findings**Aged care workers' awareness of cultural diversity varies, and their knowledge of each other's cultural background is limited. However, cultural skills are demonstrated, contributing to teamwork. Their experience in cross-cultural encounters is broad, and enhanced team cohesion is desired.**Conclusions**The cultural competence of the aged care workforce shapes team building, peer support opportunities and positive cross-cultural experiences.**Implications for Nursing Management**Recommendations are provided for the adaptation of aged care workers to culturally diverse teams,

fostering teamwork to enhance care outcomes for clients. Interventions for improvements in cross-cultural leadership and management, and staff experience of cross-cultural encounters are much needed.

Corrigendum. (2020). *Journal of Nursing Management*, 28(6), 1461. doi:<https://doi.org/10.1111/jonm.13103>

Carney, M., Kearns, T., & Greene, K. (2020). Collaborative strategic initiative between a university and hospital network group: Advanced nurse/midwife practice forum. *Journal of Nursing Management*, 28(6), 1457-1460. doi:<https://doi.org/10.1111/jonm.13099>

BackgroundThe Faculty of Nursing and Midwifery, one of a few nursing and midwifery faculties worldwide, was established in 1974 by Ms Mary Frances Crowley, for postgraduate nursing education, and is situated within the Royal College of Surgeons in Ireland, University of Medicine and Health Sciences. The RCSI operates through a network group of university hospitals: Beaumont, Connolly, Drogheda, Cavan, Monaghan and the Rotunda. Combined these hospitals have 120 registered and candidate ANP/AMPs and caters for general, psychiatric, children and maternity patients/clients. The drive to establish the forum between the faculty and the six Dublin hospitals was to build capacity among advanced nurse practitioners and advanced midwife practitioners (ANP/AMPs) who are seen as intelligent consumers of evidence-based research and safe practice. The SCAPE report identified research as the single domain that was underdeveloped within the ANP role, in the study exploring the role of ANPs and CNSs. Latterly, the Nursing and Midwifery Board of Ireland highlighted research as a vital component of the ANP/AMP role in its standards for advanced nurse and midwife practice. The faculty acted collaboratively to introduce an ANP/AMP forum to support advanced practitioners working in the university hospital group in their education and professional development, support the expansion of their knowledge base through practice-based enquiry and research and act as a conduit for interactions between ANPs/AMPs by keeping them up to date with practice and research.**Methods**The Initiation phase was undertaken through a survey of needs; Implementation phase by extensive literature review and research-based newsletters sent to individuals by the forum coordinator; and the Evaluation phase through focus groups.

Loft, M. I., & Jensen, C. S. (2020). What makes experienced nurses stay in their position? A qualitative interview study. *Journal of Nursing Management*, 28(6), 1305-1316. doi:<https://doi.org/10.1111/jonm.13082>

AimTo explore which factors are important in experienced nurses' intention to stay in the clinical setting and to learn which factors affect their job satisfaction.**Background**Nursing turnover is a challenge for health care quality outcomes, and retaining nursing expertise at the bedside is of great importance. Thus, we must understand why nurses choose to stay employed in their clinical settings.**Method(s)**Twenty-eight nurses participated in a qualitative interview study. The data were analysed using inductive content analysis.**Results**The analysis revealed seven themes: being an experienced nurse, the importance of the speciality, management, professional challenges, good colleagues, balancing family and work-life and change in organisations.**Conclusion(s)**Many factors affect experienced nurses' job satisfaction and their intention to stay in their jobs and the profession. The factors were not particularly linked to the nurses' specialties. Nursing managers play a vital role in influencing these factors.**Implications for nursing management**This study contributes important knowledge useful for development of policies and strategies for nursing retention, hence contributing to the enhancement of nursing practice. Nursing managers need to consider their roles in retaining experienced nurses as this study underscores the importance of job satisfaction in the nurses' intention to stay.

Darbyshire, P., Thompson, D. R., & McIntosh, N. (2020). Realising 2020 as 'International year of the nurse': Is nursing management part of the problem, or part of the solution? *Journal of Nursing Management*, 28(6), 1453-1456. doi:<https://doi.org/10.1111/jonm.13077>

Sun, W., Xie, L., Chen, L., Xiao, M., Zhao, Q., Zeng, J., . . . Mao, J. (2020). Development and validation of two aspiration prediction models in patients receiving nasogastric feeding. *Journal of Nursing Management*, 28(6), 1372-1380. doi:<https://doi.org/10.1111/jonm.13093>

AimTo develop and validate two aspiration prediction models in patients receiving nasogastric feeding.**Background**Aspiration is one of the most serious complications of nasogastric feeding. However, there is a lack of aspiration prediction models for nasogastric feeding.**Methods**A total of 515 patients receiving nasogastric feeding were randomly selected for this unmatched case–control study, with 103 patients in the case group and 412 patients in the control group. Logistic regression was used to develop nomogram and Classification And Regression Tree (CART) models. The performances of the models were internally validated using 1,000 bootstrapped samples.**Results**The predictive accuracy of the CART model (94.5%) was higher than that of the nomogram model (89.1%). The area under the receiver operating characteristic curve of the CART model (0.96) was slightly higher than that of the nomogram model (0.93).**Conclusions**The intubation depth, number of comorbidities, aspiration history, indwelling days, food type and the use of sedative-hypnotics may be used to identify aspiration risk.**Implications for Nursing Management**Two aspiration prediction models are provided for nurses to evaluate aspiration risk and increase the quality of nursing management.

Jeong, S., & Lee, O. (2020). Correlations between emergency code awareness and disaster nursing competencies among clinical nurses: A cross-sectional study. *Journal of Nursing Management*, 28(6), 1326-1334. doi:<https://doi.org/10.1111/jonm.13086>

AimsThis study identified clinical nurses' awareness of emergency codes and disaster nursing competencies and investigated the relationships between these variables.**Background**Nurses are on the front lines of disaster and emergency response; however, they report not feeling confident about their disaster preparedness.**Methods**Participants included 234 nurses working at a general hospital in Korea. Emergency code awareness was measured by recognition of and self-confidence in eight emergency codes, and disaster nursing competencies were measured using the Disaster Nursing Preparedness Response Competency Scale. Data were collected from 17 to 23 October 2019.**Results**The recognition rate of emergency codes was 87.4%, whereas the level of self-confidence was 3.30 out of 5. Nurses scored 2.98 out of 5 on disaster preparedness competencies and 3.37 out of 5 on disaster response competencies. Emergency code recognition was positively correlated with self-confidence and disaster nursing competencies ($p < .05$).**Conclusion**Higher recognition of emergency codes among clinical nurses was associated with higher self-confidence and disaster nursing competencies. Further studies need to develop strategies to improve nurses' awareness and confidence concerning emergency codes.**Implications for Nursing Management**Nurse managers should pay attention to provide more opportunities for disaster education to improve nurses' self-confidence and disaster nursing competencies.

Carney, M. (2020). The importance of strategy in health care. *Journal of Nursing Management*, 28(6), 1153-1154. doi:<https://doi.org/10.1111/jonm.12901>

Kerzman, H., Dina, V. D., Maya Siman-Tov, Friedman, S., & Goldberg, S. (2020). Professional characteristics and work attitudes of hospital nurses who leave compared with those who stay. *Journal of Nursing Management*, 28(6), 1364-1371. doi:<https://doi.org/10.1111/jonm.13090>

AimTo compare characteristics and attitudes of nurses who resigned and those who remained in two Israeli hospitals and assess the reasons for leaving.**Background**Nurse turnover is a current global problem in health care system, especially given the severe nurse shortages. Retention of nurses requires an understanding of the characteristics of the resigning nurses, their attitudes and their reasons for leaving.**Methods**A matching case–control study was conducted among 100 resigning nurses and 200 matched remaining nurses. Questionnaires were used to survey the professional characteristics and attitudes of the participating nurses. In addition, exit interviews were used to assess the reasons to leave of resigning nurses.**Results**Resigning nurses had higher education, less seniority and fewer managerial positions compared with remaining nurses. In addition, resigning nurses had lower professional autonomy and higher aspirations for professional advancement. The reasons to leave cited by the resigning nurses were distance of the workplace from home and working conditions as well as aspiring for professional advancement.**Conclusions**The interface between high education and having few opportunities for advanced positions may lead to resignation.**Implications for Nursing Management**We recommend organisational interventions for training new hospital nurses through professional career path development, such as mentoring

programme.

Huang, H., Chen, J., Xiao, M., Cao, S., & Zhao, Q. (2020). Experiences and responses of nursing students as second victims of patient safety incidents in a clinical setting: A mixed-methods study. *Journal of Nursing Management*, 28(6), 1317-1325. doi:<https://doi.org/10.1111/jonm.13085>

AimTo investigate the degree of second victim syndrome among nursing students in clinical practice and determine the rehabilitation process.
BackgroundEmpirical evidence suggests that health care providers who are considered second victims suffer from various difficulties. Nursing students in a clinical setting could be potential second victims, but few studies have quantitatively investigated the experiences and explored their response processes.
MethodsA mixed-methods design was used. A questionnaire was sent to nursing students via a link to an electronic survey, and a semi-structured interview was conducted to explore their response process as second victims.
ResultsThe quantitative results showed that nursing students in the clinical setting suffered second victim-related distress and that the most significant influences were psychological distress and professional efficacy. Four stages of rehabilitation experiences emerged from the qualitative data.
ConclusionBeing a second victim for nursing students in a clinical setting is psychological suffering, and although they can be expected to recover, an impact on professional efficacy is inevitable.
Implications for Nursing ManagementNursing managers must be aware that nursing students in a clinical setting might experience difficult situations after patient safety incidents and that developing appropriate programmes to support at-risk students is important.

Cho, H., Pavek, K., & Steege, L. (2020). Workplace verbal abuse, nurse-reported quality of care and patient safety outcomes among early-career hospital nurses. *Journal of Nursing Management*, 28(6), 1250-1258. doi:<https://doi.org/10.1111/jonm.13071>

AimsTo examine the differences in early-career nurses' verbal abuse experiences based on their sociodemographic characteristics, and to investigate the associations of verbal abuse experiences with nurse-reported care quality and patient safety outcomes.
BackgroundFew studies have examined the relationships between early-career nurses' verbal abuse experiences and nurse-reported patient care quality and safety outcomes.
MethodsCross-sectional survey data from 799 early-career hospital nurses in the United States were analysed. Items assessed verbal abuse experiences from patients or their families, physicians and other employees. Associations between verbal abuse experiences and nurse-reported care quality and patient safety outcomes were examined using multiple logistic regression analyses.
ResultsThere were significant differences in verbal abuse experiences by age, gender and work unit. Nurses who experienced verbal abuse, regardless of the perpetrator, were less likely to report high-quality care and a favourable safety grade. Nurses who experienced verbal abuse specifically from physicians or other employees were also less likely to feel comfortable reporting safety problems.
ConclusionManaging verbal abuse may be important for improving patient care quality and safety. Future intervention study is needed to reduce verbal abuse.
Implications for Nursing ManagementTo optimize patient safety, managers should thoroughly monitor verbal abuse and organisations' need to establish clear expectations and ramifications for when verbal abuse occurs.

Hye, J. Y., & Shim, J. (2020). Effects of a person-centred care intervention in an intensive care unit: Using mixed methods to examine nurses' perspectives. *Journal of Nursing Management*, 28(6), 1295-1304. doi:<https://doi.org/10.1111/jonm.13081>

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