



---

# Report Information from ProQuest

29 September 2023 02:21

---

## TABLE OF CONTENTS

---

Search Strategy.....	vi
1. The influence of nurse manager competency on practice environment, missed nursing care, and patient care quality: A cross-sectional study of nurse managers in U.S. hospitals.....	1
2. What can we do about occupational violence in emergency departments? A survey of emergency staff...	1
3. Workplace bullying, burnout and resilience amongst perioperative nurses in Australia: A descriptive correlational study.....	2
4. Impact of nurses' roles and burden on burnout during the COVID-19 pandemic: Multicentre cross-sectional survey.....	3
5. Front-line staff perspectives on a caring culture in Chinese hospitals: Validation of a Chinese version of the Culture of Care Barometer.....	4
6. Workplace violence from the perspective of hospital ward managers in Sweden: A qualitative study.....	5
7. Abusive supervision climate and turnover intention: Is it my coworkers or my supervisor ostracizing me?.	6
8. Nurse-led care management models for patients with multimorbidity in hospital settings: A scoping review	7
9. Why nurses do not report patient aggression: A review and appraisal of the literature.....	8
10. Violence against nurses by patients and visitors in the emergency department: A concept analysis.....	9
11. Workplace bullying and different levels of post-traumatic stress symptoms of nurses: A quantile regression approach for effective coping strategies.....	10
12. Nurses' ratings of compassionate nursing leadership during the Covid-19 pandemic—A descriptive cross-sectional study.....	11
13. Preparing for hybrid warfare and cyberattacks on health services' digital infrastructure: What nurse managers need to know.....	11
14. Workplace bullying, occupational burnout, work–life imbalance and perceived medical errors among nurses in Oman: A cluster analysis.....	12
15. Impact of occupational exposure on job satisfaction and overall happiness among Chinese physicians and nurses: A cross-sectional study.....	13
16. Factors associated with nursing needs and nursing hours in acute care hospital settings: A cross-sectional study.....	14
17. Investigating the association between patient verbal aggression and emotional exhaustion among Italian health care professionals during the COVID-19 pandemic.....	15
18. Electronic health literacy among older adults in the context of the COVID-19 pandemic: A mixed-methods study.....	16
19. Intervention types and their effects on workplace bullying among nurses: A systematic review.....	17
20. What is the impact of patient violence in the emergency department on emergency nurses' intention to leave?.....	18
21. Coping strategies that motivated frontline nurses while caring for the COVID-19 patients during the pandemic: A scoping review.....	19

## TABLE OF CONTENTS

---

22. Nurses', midwives' and students' knowledge, attitudes and practices related to domestic violence: A cross-sectional survey.....	20
23. Burnout and intent to leave during COVID-19: A cross-sectional study of New Jersey hospital nurses....	21
24. Organizational climate and interpersonal interactions among registered nurses in a neonatal intensive care unit: A qualitative study.....	22
25. Caring for children and adolescents victims of domestic violence: A qualitative study.....	23
26. Sexual harassment of religious Jewish nurses by patients and its relation to the ward's listening climate, care avoidance and quality of nursing care.....	23
27. A cross-sectional examination of the relationship between nurses' experiences of skin lesions and anxiety and depression during the COVID-19 pandemic: Exploring the mediating role of fear and resilience	24
28. Verbal violence and turnover intention among new nurses in Korea: A time-lagged survey.....	25
29. Comparative analysis of sexual harassment between male and female nurses: A cross-sectional study in Greece.....	26
30. From anticipation to confidence: A descriptive qualitative study of new graduate nurse communication with physicians.....	27
31. Beyond workplace violence: Direct and vicarious trauma among psychiatric hospital workers. A qualitative study.....	28
32. Hospital nurses experiencing day-to-day workplace incivility: A diary study on the benefits of daily social support.....	28
33. Formally reporting incidents of workplace violence among nurses: A scoping review.....	29
34. Managing maternal and child health nurses undertaking family violence work in Australia: A qualitative study.....	30
35. Commentary: A global problem of human trafficking in need of transformational leaders.....	31
36. The ever-present problem of violence and abuse in health care settings.....	32
37. A bibliometric analysis of COVID-19 publications in nursing by visual mapping method.....	32
38. Bullying experience and the work environment in nurses: A cross-sectional data analysis.....	33
39. 'Triple-A: Acquaint, analyse and act': The insights of nurse educators towards a better understanding of workplace violence in Saudi Arabia.....	34
40. Workplace violence in the Australian and New Zealand midwifery workforce: A scoping review.....	35
41. Career adaptability of newly graduated nurses at an obstetrics and gynaecology hospital in China: A qualitative study.....	36
42. Caregivers facing violence in long-term care setting: A cross analysis of incident reports and caregivers speech.....	36
43. Do nurses receive any support following incidents of workplace violence? A qualitative study.....	37
44. Violence and abuse against nurses in Saudi Arabia: A narrative review.....	38
45. Preventing intimate partner violence among foreign-born Latinx mothers through relationship education during nurse home visiting.....	39
46. Nursing students' perceptions of identifying and managing sex trafficking cases: A focus group study....	40

## TABLE OF CONTENTS

---

47. Does abusive supervision lead nurses to suffer from workplace violence? A cross-sectional study.....	41
48. The impact of the second victim's experience and support on the career success of psychiatric nurses: The mediating effect of psychological resilience.....	42
49. Incidence of workplace violence against nurses among Chinese hospitals: A meta-analysis.....	43
50. Effect of shift work on fatigue, reaction time and accuracy of nurses in the Department of Neurology: A cross-sectional observational study.....	44
51. Association between work-related psychological empowerment and quality of nursing care among critical care nurses.....	45
52. The influence of workplace incivility on the fatigue of female nurses: The mediating effect of engagement.....	46
53. Distress, support and psychological resilience of psychiatric nurses as second victims after violence: A cross-sectional study.....	46
54. Resilience and job satisfaction among out-of-hospital emergency medical service professionals: A cross-sectional multi-centric study.....	47
55. Nurse leaders' resilience and their role in supporting nurses' resilience during the COVID-19 pandemic: A scoping review.....	49
56. 'Gender' in workplace bullying: A phenomenological study on nurses.....	49
57. Factors influencing posttraumatic growth among nurses caring for COVID-19 patients: A path analysis.	50
58. Chinese nurses' innovation capacity: The influence of inclusive leadership, empowering leadership and psychological empowerment.....	51
59. How workplace violence correlates turnover intention among Chinese health care workers in COVID-19 context: The mediating role of perceived social support and mental health.....	52
60. Nurse-to-nurse horizontal violence in Chinese hospitals and the protective role of head nurse's caring and nurses' group behaviour on it: A cross-sectional study.....	53
61. Australian nurses' suggestions for the management of violence in the workplace: 'The people who make the policy are not the people on the floor'.....	54
62. Australian nurses' perceptions about workplace violence management, strategies and support services	55
63. Comparing workplace violence among nurses and other professionals using online articles: A social network analysis.....	56
64. Effect of an attending nurse on timeliness of discharge, patient satisfaction, and readmission.....	56
65. An examination of effects of intimate partner violence on children: A cross-sectional study conducted in a paediatric emergency unit in Turkey.....	57
66. Predictors of events of violence or aggression against nurses in the workplace: A scoping review.....	58
67. Explaining the experiences of nurses regarding strategies to prevent missed nursing care: A qualitative study.....	59
68. Association between workplace bullying and nurses' professional quality of life: The mediating role of resilience.....	60

## TABLE OF CONTENTS

---

69. Prevalence, influencing factors and adverse consequences of workplace violence against nurses in China: A cross-sectional study.....	61
70. Relationship between risk perception of COVID-19 and job withdrawal among Chinese nurses: The effect of work–family conflict and job autonomy.....	62
71. The role of champions in leading domestic violence and abuse practice improvement in health care: A scoping review.....	63
72. Exploring faculty-to-faculty incivility among nursing faculty: Related factors, reasons and solutions.....	64
73. Aggressive incidents in home care services and organizational support: A cross-sectional survey in Switzerland.....	65
74. Bullying, supervisor support, relaxation, and personal and work outcomes: Testing a moderated mediation model.....	65
Bibliography.....	67

## SEARCH STRATEGY

Set No.	Searched for	Databases	Results
S1	journal of nursing management	Ebook Central, Public Health Database, Publicly Available Content Database	182015*

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

# The influence of nurse manager competency on practice environment, missed nursing care, and patient care quality: A cross-sectional study of nurse managers in U.S. hospitals

Warshawsky, Nora E <sup>1</sup>

; Cramer, Emily <sup>2</sup>

; Grandfield, Elizabeth M <sup>3</sup>; Schlotzhauer, Ann E <sup>4</sup> <sup>1</sup> NEW Nurse Leader Solutions, LLC, Corolla, North Carolina, USA <sup>2</sup> Health Services and Outcomes Research, Children's Mercy Kansas City, Kansas City, Missouri, USA; School of Medicine, University of Missouri-Kansas City, Kansas City, Missouri, USA <sup>3</sup> Department of Methodology and Statistics, Utrecht University, Utrecht, The Netherlands <sup>4</sup> University of Central Florida, Orlando, Florida, USA

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

Identify and examine drivers of nurse manager competency and high-quality practice environments.

### Background

Nurse managers are a key predictor of positive professional practice environments, which are, in turn, associated with nurse, patient, and organisational outcomes. However, little work has examined the factors that contribute to nurse manager competency.

### Methods

Nurse managers completed online surveys, which were matched to unit-level aggregate data of their subordinate direct care nurses' responses on the National Database of Nursing Quality Indicators. This resulted in a final sample of 541 nurse managers across 47 U.S. hospitals. Multilevel path analysis was utilized to assess a model of the antecedents and consequences of nurse manager competency.

### Results

Nurse manager competency and practice environments were predictive of missed nursing care and nurse-reported quality of care. Nurse manager experience was found to have twice the effect on competency as advanced education.

### Conclusions

Nurse manager competency and its downstream effects are achieved through nurse manager experience and advanced education.

### Implications for Nursing Management

Nurse manager competency yields better practice environments and nursing care. Considering the influence of experience, careful attention should be paid to the competency development process of more novice nurse managers.

# What can we do about occupational violence in emergency departments? A survey of emergency staff

CJ Cabilan BN, RN, MAppSc(Research), MACN <sup>1</sup>

; Rob Eley BSc MSc, PhD, CSci, CBiol, FRSB <sup>2</sup>

; Centaine L Snoswell BPharm, MPH, PhD <sup>3</sup>

; Amy NB Johnston BN, RN, PhD <sup>1</sup>

<sup>1</sup> Emergency Department, Princess Alexandra Hospital, Brisbane, Qld, Australia; School of Nursing, Midwifery and Social Work, The University of Queensland, Brisbane, Qld, Australia <sup>2</sup> Emergency Department, Princess Alexandra Hospital, Brisbane, Qld, Australia; Faculty of Medicine, The University of Queensland, Brisbane, Qld, Australia <sup>3</sup> Faculty of Medicine, The University of Queensland, Brisbane, Qld, Australia; Centre for Online Health, Centre for Health Services Research, Faculty of Medicine, The University of Queensland, Brisbane, Qld, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

To explore and collate solutions for occupational violence from emergency department (ED) staff.

### Background

Despite publications highlighting the progressively worsening issue of occupational violence in EDs and its detrimental impacts, few strategies aimed to reduce or manage it have been discussed in the literature.

### Methods

This was a cross-sectional study involving ED staff. Participants completed an electronic survey that prompted interventions for occupational violence. Free-text data were analysed and logically categorized using validated techniques.

### Results

Participants ( $N = 81$ ) suggested 24 interventions: 12 were classified as prevention strategies, 10 as response strategies and two as recovery strategies. Prevention and response strategies for occupational violence targeted key participants: patients, staff and ED environment. Recovery strategies centred around staff management of the personal impacts of incidences of occupational violence and on systems in place to support them after occupational violence incidents.

### Conclusion

Solutions to occupational violence should be multifaceted encompassing prevention, response and recovery for patients, staff and the ED environment.

### Implications for Nursing Management

No single, universal intervention can be endorsed to reduce or mitigate the impacts of occupational violence in EDs. However, a combination of the interventions (strategies) discussed in this paper can be recommended.

---

Document 3 of 74

## Workplace bullying, burnout and resilience amongst perioperative nurses in Australia: A descriptive



# correlational study

Lang, Melanie <sup>1</sup>  
; Jones, Lee <sup>2</sup> ; Harvey, Clare <sup>3</sup>  
; Munday, Judy <sup>4</sup>

<sup>1</sup> School of Public Health and Social Work, Queensland University of Technology, Kelvin Grove, Brisbane, Queensland, Australia; School of Nursing, Midwifery and Social Sciences, Central Queensland University, Townsville, Queensland, Australia <sup>2</sup> School of Public Health and Social Work, Queensland University of Technology, Kelvin Grove, Brisbane, Queensland, Australia; Research Methods Group and Centre for Healthcare Transformation, Queensland University of Technology, Brisbane, Queensland, Australia <sup>3</sup> School of Nursing, Midwifery and Social Sciences, Central Queensland University, Townsville, Queensland, Australia <sup>4</sup> Centre for Healthcare Transformation/School of Nursing, Queensland University of Technology, Kelvin Grove, Queensland, Australia; Faculty of Health and Sports Sciences, University of Agder, Grimstad, Norway

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

This study aimed to investigate workplace bullying and explore correlations between bullying, burnout and resilience amongst perioperative nurses in Australia.

### Background

Workplace bullying in perioperative nursing involves verbal, physical and psychological violence. However, no prior studies have measured Australian perioperative nurses' experiences of workplace bullying nor sought to understand if there is a relationship with burnout and resilience.

### Methods

A descriptive correlational study was conducted utilizing an online survey incorporating four validated instruments. Descriptive statistics and regression models analysed workplace bullying, burnout and resilience.

### Results

Over half of perioperative nurses ( $n=158/257$ , 61%) were exposed to workplace bullying. Consequences included fatigue and exhaustion ( $n=129/192$ , 67%), anxiety ( $n=123/192$ , 64%) and sleeplessness ( $n=121/192$ , 63%). *Organisational processes* ( $r=.458$ ,  $p<.001$ ), *bullying acts* ( $r=.289$ ,  $p<.001$ ) and *avoidance and withdrawal at work* ( $r=.440$ ,  $p=.001$ ) increased burnout. *Psychosocial distress* ( $r=-.216$ ,  $p<.001$ ) was associated with decreased resilience.

### Conclusions

Workplace bullying is a persistent issue with negative impacts upon burnout, resilience and well-being.

### Implications for Nursing Management

The psychological well-being of employees can be prioritized by establishing and maintaining an organisational climate of psychosocial safety, thereby inhibiting the potential of bullying to manifest and positively influencing employee well-being to help promote workplace engagement, productivity and reduced burnout.

---

Document 4 of 74

## Impact of nurses' roles and burden on burnout during the COVID-19 pandemic: Multicentre cross-

# sectional survey

Kishi, Hiromi <sup>1</sup> ; Watanabe, Kaname <sup>2</sup>  
; Nakamura, Sho <sup>3</sup>  
; Taguchi, Hisako <sup>4</sup> ; Narimatsu, Hiroto <sup>5</sup>

<sup>1</sup> Kanagawa Prefectural Hospital Organization Headquarters Office, Yokohama, Japan <sup>2</sup> Cancer Prevention and Control Division, Kanagawa Cancer Center Research Institute, Yokohama, Japan; Department of Medical Genetics, Kanagawa Cancer Center, Yokohama, Japan <sup>3</sup> Cancer Prevention and Control Division, Kanagawa Cancer Center Research Institute, Yokohama, Japan; Graduate School of Health Innovation, Kanagawa University of Human Services, Kawasaki, Japan <sup>4</sup> Kanagawa Psychiatric Center, Yokohama, Japan <sup>5</sup> Cancer Prevention and Control Division, Kanagawa Cancer Center Research Institute, Yokohama, Japan; Department of Medical Genetics, Kanagawa Cancer Center, Yokohama, Japan; Graduate School of Health Innovation, Kanagawa University of Human Services, Kawasaki, Japan

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To identify groups of nurses engaging in coronavirus disease (COVID-19) care who are most in need of organizational support.

### Background

Overwhelming stress and susceptibility to burnout have been reported in nurses during the COVID-19 pandemic.

### Methods

Nurses working at five hospitals that accepted COVID-19 patients answered the questionnaire. The Tokyo Metropolitan Distress Scale for Pandemic, Self-Diagnosis Check List for Assessment of Workers' Accumulated Fatigue and Japanese Burnout Scale were evaluated. Multiple regression analysis was performed to examine the relationship between engaging in COVID-19 care and psychosocial/physical burden.

### Results

In total, 895 questionnaires were analysed. With experience in caring for COVID-19 patients as the independent variable, nurses caring for suspected cases had significantly higher standardized Tokyo Metropolitan Distress Scale for Pandemic scores for 'concerns for infection' (standardized partial regression coefficient  $\beta = .921$ ,  $P = .004$ ), Assessment of Workers' Accumulated Fatigue ( $\beta = .445$ ,  $P = .022$ ) and Japanese Burnout Scale 'emotional exhaustion' ( $\beta = .136$ ,  $P = .021$ ) than those caring for confirmed cases.

### Conclusions

Nurses caring for suspected COVID-19 patients have the highest psychological/physical burden and propensity for burnout.

### Implications for Nursing Management

Extensive support systems are required for nurses caring for confirmed and suspected COVID-19 cases.

---

Document 5 of 74

## Front-line staff perspectives on a caring culture in Chinese hospitals: Validation of a Chinese version of

# the Culture of Care Barometer

Ying, Liying <sup>1</sup>

; Fitzpatrick, Joanne M <sup>2</sup>; Philippou, Julia <sup>2</sup>; Zhang, Yaping <sup>3</sup>; Murrells, Trevor <sup>2</sup>; Rafferty, Anne Marie <sup>2</sup> <sup>1</sup> Department of Nursing, The Second Affiliated Hospital of Zhejiang University School of Medicine, Hangzhou, China; Florence Nightingale Faculty of Nursing, Midwifery and Palliative Care, King's College London, London, UK; Department of Nursing, School of Medicine, Zhejiang University, Hangzhou, China <sup>2</sup> Florence Nightingale Faculty of Nursing, Midwifery and Palliative Care, King's College London, London, UK <sup>3</sup> General Office of the Administration, Zhejiang Provincial People's Hospital, Hangzhou, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

The aim of this study is to examine the psychometric properties of the Chinese version of the Culture of Care Barometer in health care organizations.

### Background

There is a lack of tools to gauge the caring culture in Chinese hospitals. The Culture of Care Barometer is a psychometrically sound measure for caring culture developed in Western settings.

### Methods

This study was guided by Sousa and Rojjanasrira's methodological approach. A total of 2365 staff were recruited from two tertiary hospitals. The Barometer was administered with the Hospital Culture Evaluation Index and Minnesota Satisfaction Questionnaire.

### Results

The content validity index was calculated as 0.99. The goodness-of-fit indices, apart from the model chi-square, which was statistically significant, all exceeded established thresholds for adequate fit. The internal consistency was very satisfactory. Pearson's correlation indicated that the tool has good concurrent and convergent validity.

### Conclusions

The Barometer is a reliable and valid instrument to assess front-line staff perspectives on a caring culture in Chinese hospitals.

### Implications for Nursing Management

Nursing managers can use the Barometer to gauge the caring culture in China. Tailored interventions can be designed to address specific domains, and additional support can be provided to more vulnerable departments or staff groups.

---

Document 6 of 74

# Workplace violence from the perspective of hospital ward managers in Sweden: A qualitative study

Jakobsson, Jenny <sup>1</sup>

; Örmon, Karin <sup>2</sup>

; Berthelsen, Hanne <sup>3</sup>

; Axelsson, Malin <sup>4</sup>

<sup>1</sup> Department of Care Science, Faculty of Health and Society, Malmö University, Malmö, Sweden; Centre for Work Life and Evaluation Studies (CTA), Malmö University, Malmö, Sweden <sup>2</sup> Department of Care Science, Faculty of Health and Society, Malmö University, Malmö, Sweden; The Västra Götaland Region Competence Center on Intimate Partner Violence, Gothenburg, Sweden <sup>3</sup> Centre for Work Life and Evaluation Studies (CTA), Malmö University, Malmö, Sweden; Faculty of Odontology, Malmö University, Malmö, Sweden <sup>4</sup> Department of Care Science, Faculty of Health and Society, Malmö University, Malmö, Sweden

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The aims of the study are to explore workplace violence perpetrated by patients or visitors from the perspective of hospital ward managers and to describe how ward managers perceive their leadership role and manage related incidents.

### Background

Few studies focus on workplace violence from the perspective of ward managers even though they are the closest managers to the operational staff.

### Method

Fifteen semistructured interviews were analysed using qualitative content analysis.

### Results

Four categories emerged: the face of workplace violence, a two-fold assignment, strive towards readiness to act, and managing incidents.

### Conclusion

While the most common acts of workplace violence are considered less serious and related to patients' medical conditions or dissatisfied visitors, hospital organizations focus on serious but rarely occurring incidents. Consequently, ward managers have limited opportunities to ensure a safe work environment on an everyday basis.

### Implications for nursing management

To support ward managers' occupational safety and health management, workplace violence prevention and management should be acknowledged as an important responsibility for senior management in hospitals. It is important to identify incidents that most likely will occur at the wards and to create strategies related to those incidents. Strategies could include risk assessments, prevention, evaluation, education and reflection combined with, for example, scenario training.

---

Document 7 of 74

## Abusive supervision climate and turnover intention: Is it my coworkers or my supervisor ostracizing me?

Özkan, Ahmet Hakan <sup>1</sup>

<sup>1</sup> Sport Management, Faculty of Sport Management, Istanbul Gedik University, Istanbul, Turkey

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The purpose of this study is to investigate the relationships between turnover intention and related constructs in an abusive supervision climate.

### Background

An abusive supervision climate is a work environment that is affected by the negative attitudes of an abusive supervisor.

### Method

The constructs are chosen in light of upper echelons theory and social learning theory. The snowball sampling method is used to reach the participants, and 230 nurses working in Turkish hospitals participated in this survey that measured abusive supervision, workplace incivility and ostracism. Pearson's correlation analysis and multiple and hierarchical linear regression analyses are carried out.

### Results

The results suggested that abusive supervision, workplace incivility and workplace bullying have a positive effect on turnover intention as hypothesized. Abusive supervision has a significant and positive effect on workplace incivility and workplace bullying. The partial mediating effects of workplace bullying, workplace incivility and workplace ostracism on the relationship between abusive supervision and turnover intention are also confirmed.

### Conclusion

The significant relationships and the nonsignificant relationship provided evidence for an abusive supervision climate.

### Implications for Nursing Management

Top managers of the health care facilities should attempt to determine the abusive supervisors to manage the work environment and turnover intention of nurses.

---

Document 8 of 74

# Nurse-led care management models for patients with multimorbidity in hospital settings: A scoping review

Rodrigues Gonçalves, Maria Isabel <sup>1</sup>

; Mendes, Diana Arvelos <sup>2</sup>

; Caldeira, Sílvia <sup>3</sup>

; Elvio Jesus <sup>3</sup>

; Nunes, Elisabete <sup>3</sup>

<sup>1</sup> Universidade Católica Portuguesa, Institute of Health Sciences, Centre for Interdisciplinary Research in Health, Lisbon, Portugal; Hospital da Luz Lisboa, Lisbon, Portugal <sup>2</sup> Hospital da Luz Lisboa, Lisbon, Portugal <sup>3</sup> Universidade Católica Portuguesa, Institute of Health Sciences, Centre for Interdisciplinary Research in Health, Lisbon, Portugal

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

## **Aim**

The aim of this scoping review is to map the nurse-led care management models for patients with multimorbidity in hospital settings.

## **Background**

Patients with multimorbidity in hospital, due their complexity, benefit a nurse-led care management model. This care management model allows for better identification of patients' needs and a person-centred approach.

## **Evaluation**

This review followed the JBI methodology for scoping reviews. The search included the international databases Web of Science, CINAHL, MEDLINE, Nursing & Allied Health Collection and grey literature. A total of 21 articles were included in the final content analysis.

## **Key issues**

Three categories of nurse-led care management models emerged from the data, namely, nurse-led programs, case management and nurse facilitator models. The interventions focused on training, discharge support, follow-up, health promotion and patient-centred care.

## **Conclusion**

The centrality of the patient is a common characteristic of nurse-led care models, namely, the acquisition of disease self-management skills, preparation for hospital discharge and continuity of care in the community.

## **Implications for nursing management**

Nurse-led care management models can empower patients to manage their chronic conditions more effectively. Adapting these care management models in hospital settings will be a challenge for nurse managers.

## **Scoping review protocol**

The full protocol used can be accessed at doi:10.11124/jbies-20-00222.

---

Document 9 of 74

# Why nurses do not report patient aggression: A review and appraisal of the literature

Christensen, Scott S <sup>1</sup>  
; Wilson, Barbara L <sup>2</sup>

<sup>1</sup> University of Utah Health, Salt Lake City, Utah, USA; University of Utah College of Nursing, Salt Lake City, Utah, USA <sup>2</sup> University of Utah College of Nursing, Salt Lake City, Utah, USA

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

To establish the current state of the science about why nurses do or do not report being the victim of patient aggression, a form of type II workplace violence. This aim includes identifying and analysing current gaps in the literature.

### **Background**

It is increasingly more common for patients to instigate aggressive acts towards nurses, leading to significant consequences. Nursing victims often do not report acts of patient aggression to others, making it difficult for health care leaders and researchers to address this challenge.

### **Evaluation**

The review process involved searching five databases, using the PRISMA framework to reduce 355 records to 65

sources for review and synthesis.

### **Key Issues**

The findings of this review highlight key takeaways about why nursing victims do not report episodes of patient aggression, which include their fears, attitudes and abilities related to reporting; and their perspective of the patient aggression event. Workplace environments are central to most of these factors, emphasizing the importance of nursing and other health care leaders to put systems in place that promote nurse reporting behaviours.

### **Conclusions**

Patient aggression is a widespread problem with severe consequences. Review findings can inform future research while having practical relevance for health care leaders.

### **Implications for Nursing Management**

Health care leaders need to consider how workplace structures, practices, and cultures can encourage or stifle nurse reporting behaviours. By understanding nurse reporting behaviours, processes can be developed to promote nursing victim reporting and deter patient aggression.

---

Document 10 of 74

# Violence against nurses by patients and visitors in the emergency department: A concept analysis

Hou, Yongchao <sup>1</sup>

; Corbally, Melissa <sup>2</sup>

; Timmins, Fiona <sup>3</sup>

<sup>1</sup> Emergency Department, ShanXi Provincial People's Hospital, Taiyuan, ShanXi, China <sup>2</sup> School of Nursing and Midwifery, Trinity College Dublin, Dublin, Ireland <sup>3</sup> School of Nursing, Midwifery & Health Systems, University College Dublin, Dublin, Ireland

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

This analysis investigates the concept of violence against nurses by patients and visitors in the emergency department. It aims to differentiate, clarify, and clearly identify this specific concept, which will facilitate more apt measurement and reporting, ultimately to contribute violence reduction measures.

### **Background**

Due to contextual factors, occupational risk and patient characteristics, violence against nurses by patients and visitors in the emergency department varies from other types of violence against other health care staff.

### **Methods**

This study employed Walker and Avant's concept analysis technique.

### **Results**

The analysis found that violence against nurses by patients and visitors in the emergency department is primarily an occurrence of interpersonal violence based on the working relationship, whereby the patient and/or visitor becomes an assailant, and a nurse becomes a target in the absence of capable guardianship. There is also an intentional use of physical force or power, which results in or has a high chance of causing harm.

### **Conclusion**

A clearer understanding of the antecedents, attributes, and consequences of violence against nurses by patients and visitors arising from this concept analysis provides a framework that will assist in the understanding,

measurement, reporting, and prevention of violence and inform future research.

### **Implications for Nursing Management**

Nursing managers are encouraged to adopt strategies that act on the factors related to attributes and antecedents that will serve to reduce the occurrence of intentional violent acts.

---

Document 11 of 74

# Workplace bullying and different levels of post-traumatic stress symptoms of nurses: A quantile regression approach for effective coping strategies

Hong, Soyun <sup>1</sup>

; Kim, Heejung <sup>2</sup>

; Choi, Eun Kyoung <sup>2</sup>

; Park, Chang Gi <sup>3</sup> <sup>1</sup> College of Nursing and Brain Korea 21 FOUR Project, Yonsei University, Seoul, Republic of Korea <sup>2</sup> College of Nursing and Mo-Im Kim Nursing Research Institute, College of Nursing, Yonsei University, Seoul, Republic of Korea <sup>3</sup> College of Nursing, University of Illinois Chicago, Chicago, IL, USA

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

This study aimed to investigate effects of workplace bullying on different post-traumatic stress symptoms and coping among hospital nurses.

### **Background**

Workplace bullying is a traumatic event that negatively affects the quality of patient care and nurses' mental health.

### **Method**

This cross-sectional, correlational study used an online survey among hospital nurses. Ordinary least square and quantile regression analyses were conducted using Stata version 16.

### **Results**

The study included 233 registered nurses from South Korea who had provided direct care to patients in a hospital for at least 6 months. Overall, 28% self-identified as victims or witnesses and 37% as victims and witnesses simultaneously. 'Victim' and 'passive coping' were significantly associated with the 25th, 50th and 75th percentiles groups of post-traumatic stress symptoms, while 'witness' was significant in the 95th percentile group.

### **Conclusion**

Our study findings explore nurses' workplace bullying, detect high-risk subgroups and suggest the development of coping interventions for reducing workplace bullying and post-traumatic stress symptoms.

### **Implications for Nursing Management**

The study identified associations among bullying experience types, severity of post-traumatic stress symptoms and passive coping. It is critical to explore traumatic experience types and severity of post-traumatic stress symptoms for nurses at risk of workplace bullying.



# Nurses' ratings of compassionate nursing leadership during the Covid-19 pandemic—A descriptive cross-sectional study

Mari Salminen-Tuomaala <sup>1</sup>

; Seppälä, Satu <sup>2</sup> <sup>1</sup> School of Health Care and Social Work, Seinäjoki University of Applied Sciences, Seinäjoki, Finland <sup>2</sup> Advanced Practice Nursing, Seinäjoki Central Hospital, Seinäjoki, Finland

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The aim of this study is to investigate how intensive and emergency nurses rated the adequacy of compassionate leadership during the early stages of the Covid-19 pandemic.

### Background

The pandemic has resulted in nurses' increased stress and need for compassion from leaders. Compassionate leadership is here defined as a number of leadership practices based on altruistic values and emotional intelligence.

### Method

This is a quantitative descriptive cross-sectional study based on a questionnaire for 50 intensive and emergency care nurses in a central hospital in Finland.

### Results

The pandemic had increased nurses' need for compassion, but their needs for support had not been met and their strengths and competence appreciated sufficiently. They agreed that compassionate leadership could be developed through experience and personal development rather than through education.

### Conclusion

Compassionate leadership is a process that involves a number of leadership practices based on altruistic values and emotional intelligence and benefits from recognition and use of employee strengths. Leaders and employees could benefit from simulation-based learning, work supervision and discussion led by external facilitators.

### Implications for Nursing Management

Compassionate leadership involves approachability, genuine presence and listening, which could be developed through work-based learning combined with reflection.

---

# Preparing for hybrid warfare and cyberattacks on health services' digital infrastructure: What nurse managers need to know

Wells, John S G <sup>1</sup>

<sup>1</sup> Dean School of Health Sciences, Waterford Institute of Technology, Waterford, Ireland

## ABSTRACT (ENGLISH)

### Aim

This article aims to outline the key concepts in hybrid warfare and cyberattack to better inform nurse managers in their strategic contribution to the defence of critical digital infrastructure.

### Background

Hybrid warfare often targets a nation's critical digital infrastructure including that of health services. Hybrid warfare against national health services, primarily through cyberattack, is likely to increase in a more destabilized and conflictual international environment.

### Evaluation

Key literature, reports and assessments on hybrid warfare, advanced persistent threats and cyberattack referenced to health services were analysed.

### Key issue

Health services are a key element of a nation's critical digital infrastructure and as such are a strategic target in hybrid warfare. Cyberattack through exploiting clinicians', such as nurses, online susceptibilities is a key route of attack. Nurse managers, to be effective planners, need to be fully informed about the context and specific nature of cyberattack.

### Conclusion(s)

Articles about the relationship between hybrid warfare and cyberattack on health services digital infrastructure are rarely aimed at nurse managers.

### Implications for Nursing Management

Nurse managers need to be fully informed about the geopolitical nature of cyberattacks if they are to be fully consulted and listened to in response planning in defence of health services' digital infrastructure.

---

Document 14 of 74

# Workplace bullying, occupational burnout, work–life imbalance and perceived medical errors among nurses in Oman: A cluster analysis

Chan, Moon Fai <sup>1</sup>

; Amal Ahmed Al Balushi <sup>2</sup>; Samir Al-Adawi <sup>3</sup>

; Alameddine, Mohamad <sup>4</sup>

; Muna Al Saadoon <sup>5</sup>; Karen Bou-Karroum <sup>6</sup>

<sup>1</sup> Department of Family Medicine & Public Health, Sultan Qaboos University, Muscat, Oman <sup>2</sup> The Higher Medical Committee, Ministry of Health, Muscat, Oman <sup>3</sup> Department of Behavioral Medicine, College of Medicine & Health Sciences, Sultan Qaboos University, Muscat, Oman <sup>4</sup> College of Medicine, Mohammed Bin Rashid University of Medicine and Health Sciences, Dubai, UAE; <sup>5</sup> College of Health Sciences, University of Sharjah, University City, Sharjah, UAE <sup>6</sup> Department of Child Health, College of Medicine & Health Sciences, Sultan Qaboos University, Muscat, Oman <sup>6</sup> Faculty of Health Sciences, Department of Health Management and Policy, American University of Beirut, Beirut, Lebanon

---

## ABSTRACT (ENGLISH)

### Aim

To explore whether different profiles exist in a cohort of nurses regarding demographic and occupational outcomes.

### Background

Nurses will face many occupational problems, including workplace bullying, work–life imbalance, burnout and medical errors.

### Methods

A cross-sectional study included 232 nurses working in a hospital in Oman. Data were collected from December 2018 to April 2019 using convenience sampling. Instruments included work–life balance questions, the Negative Acts questionnaire-revised questionnaire, Oldenburg Burnout Inventory and Stanford Professional Fulfillment Index. Cluster analysis, *t* test, chi-squared and Fisher's exact tests were used for data analysis.

### Results

Cluster 1 (*n*=108) was characterized as 'low-risk on medical error, burnout and workplace bullying but high-risk in work–life imbalance' group. Cluster 2 (*n*=124) was labelled as 'high-risk on medical error, work–life imbalance, burnout and workplace buying' group.

### Conclusions

Two groups of nurses in Oman are facing occupational problems differently. Nurses in Cluster 1 need attention to work–life imbalance. However, nurses in Cluster 2 need attention on all occupational problems.

### Implications for Nursing Management

Findings call on the nursing stakeholders in Oman to identify factors related to occupational problems, to provide consultation services to reduce inter-personnel conflicts, and to review nurses' working hours to avoid burnout and resume a balanced work–life.

---

Document 15 of 74

# Impact of occupational exposure on job satisfaction and overall happiness among Chinese physicians and nurses: A cross-sectional study

Shi, Lei <sup>1</sup>

; Zhang, Jinchan <sup>2</sup>; Xiao, Shujuan <sup>3</sup>; Huang, Lin <sup>3</sup>; Zhao, Chongbang <sup>4</sup>; Zhao, Shihong <sup>5</sup>; Ou, Weiyan <sup>1</sup>; Li, Hailin <sup>6</sup>; Zhang, Chichen <sup>7</sup> <sup>1</sup> School of Health Management, Southern Medical University, Guangzhou, China <sup>2</sup> Department of Medical Dispute, Maternal and Child Health Hospital, Heyuan, China <sup>3</sup> School of Health Management, Southern Medical University, Guangzhou, China; School of Public Health, Southern Medical University, Guangzhou, China <sup>4</sup> The Third Affiliated Hospital of Sun Yat-sen University, Guangzhou, China <sup>5</sup> The Second Affiliated Hospital of Harbin Medical University, Harbin, China <sup>6</sup> Guangzhou Center for Disease Control and Prevention, Guangzhou, China <sup>7</sup> School of Health Management, Southern Medical University, Guangzhou, China; Nanfang Hospital, Southern Medical University, Guangzhou, China; Institute of Health Management, Southern Medical University Guangzhou, Guangzhou, China

[ProQuest document link](#)

## ABSTRACT (ENGLISH)

### Aims

This study aims to investigate the impact of occupational exposure on job satisfaction and overall happiness and to identify related factors of job satisfaction and overall happiness among physicians and nurses.

### Background

Occupational exposure against physicians and nurses has become one of the most serious public health issues worldwide.

### Methods

A cross-sectional study was conducted among physicians and nurses from 14 public tertiary hospitals using purposive sampling. Propensity score matching was used to compare job satisfaction and overall happiness among physicians and nurses with and without occupational exposure. Furthermore, binary logistic regression analysis was used to identify and analyse the influencing factors of job satisfaction and overall happiness.

### Results

A total of 2139 physicians and nurses (55.59%) from 3791 participants had experienced occupational exposure hazards. Before matching, the job satisfaction and overall happiness among the physicians and nurses were 38.54% and 42.14%, respectively. Participants who experienced occupational exposure were more likely to develop job dissatisfaction (OR=1.08, 95% confidence interval [CI]: 0.90–1.28) and overall unhappiness (OR= 1.24, 95% CI: 1.05–1.46) than those who did not. Participants' work experience, self-evaluated health status, satisfaction with the work environment, evaluation of doctor–patient relationship and stress were common factors affecting job satisfaction and overall happiness.

### Conclusions

Our findings suggest that physicians and nurses who experience occupational exposure are more likely to develop job dissatisfaction and overall unhappiness, especially if they have shorter work experience and a tense or neutral relationship with patients.

### Implications for Nursing Management

It is necessary to pay attention to the occupational exposure. When physicians and nurses experience occupational exposure, managers could provide support to prevent job dissatisfaction and unhappiness.

---

Document 16 of 74

# Factors associated with nursing needs and nursing hours in acute care hospital settings: A cross-sectional study

Seon Heui Lee <sup>1</sup>  
; Lee, Hanju <sup>2</sup>  
; Yu, Soyoung <sup>3</sup>

<sup>1</sup> Department of Nursing Science, College of Nursing, Gachon University, Incheon, South Korea <sup>2</sup>  
Department of Nursing, Sangmyung University, Cheonan-si, Chungcheongnam-do, South Korea <sup>3</sup>  
College of Nursing, CHA University, Pocheon, Gyeonggi-do, South Korea

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

## Aim

The aim of this study was to identify the patient and hospital characteristics related to nursing needs and nursing hours in acute hospital settings.

## Background

To determine appropriate staffing levels, accumulating empirical data through direct observation and surveys reflecting the actual situation is necessary.

## Methods

In this cross-sectional study, we conducted direct observations of nurses in acute care hospitals from 1 May to 31 August 2020. Twenty-six hospitals in five cities participated, and 747 nursing personnel collected 1,681 patients' data while performing nursing activities. The data of 1,605 nurses were analysed using descriptive statistics, *t* tests, analysis of variance and linear regression.

## Results

Hospital size, admission day, patients' dependence level, high fall risk and disease diagnoses were variables associated with nursing needs ( $F=73.49$ ,  $P<.001$ ) and nursing hours ( $F=57.7$ ,  $P<.001$ ). Comparing the correlates of nursing needs and nursing hours revealed that, unlike nursing needs, nursing hours were not significantly associated with surgery and certain diagnoses.

## Conclusion

This study confirmed the variables associated with nursing needs and nursing hours in acute hospitals; based on this, determining appropriate staffing levels, which is an important step in improving inpatients' health outcomes, is necessary.

## Implications for Nursing Management

In acute hospitals, an increased number of nurse staffing should be employed based on the number of newly hospitalized patients, patients with high dependence levels and specific diagnoses, and those at high risk of falling.

---

Document 17 of 74

# Investigating the association between patient verbal aggression and emotional exhaustion among Italian health care professionals during the COVID-19 pandemic

Sommovigo, Valentina <sup>1</sup>

; Bernuzzi, Chiara <sup>2</sup>

; Setti, Ilaria <sup>2</sup>

<sup>1</sup> Department of Brain and Behavioural Sciences, Unit of Applied Psychology, University of Pavia, Pavia, Italy; Department of Management, University of Bologna – Rimini Campus, Rimini, Italy <sup>2</sup>

Department of Brain and Behavioural Sciences, Unit of Applied Psychology, University of Pavia, Pavia, Italy

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

To analyze whether patient verbal aggression would be related to emotional exhaustion and whether this relationship would be mediated by work–family conflict and moderated by dehumanization and resilience.

## Background

Although patient verbal aggression has been identified as one of the most experienced forms of aggression, its effects on Italian health care providers during the pandemic are still poorly known.

## Methods

A total of 197 Italian health care professionals completed paper-and-pencil questionnaires. Descriptive statistics and moderated mediation analyses were performed.

## Results

Patient verbal aggression was positively related to health care professionals' emotional exhaustion, both directly and indirectly, as mediated by work–family conflict. Health care providers were more likely to become emotionally exhausted when they had low resilience and, simultaneously, tended to ascribe patients non-uniquely human traits.

## Conclusions

Patient verbal aggression may spill over onto health care professionals' family lives. Dehumanization represents an ineffective coping strategy that exacerbates the effects of aggression on work–family conflict, whereas resilience represents a protective resource against emotional exhaustion.

## Implications for nursing management

Hospital organisations could benefit from providing their staff with stress management interventions, aggression management, psychological support and psychological resilience training programmes. These programmes should incorporate coping skills on establishing work–home boundaries and balancing empathy with cognitive problem-solving abilities.

---

Document 18 of 74

# Electronic health literacy among older adults in the context of the COVID-19 pandemic: A mixed-methods study

Liu, Shuo <sup>1</sup> ; Xiao Qin Wang <sup>2</sup> ; Bing Xiang Yang <sup>3</sup> ; Luo, Dan <sup>3</sup> ; Liu, Yan <sup>4</sup> ; Xiao Juan Fang <sup>5</sup> ; Ma, Simeng <sup>6</sup> ; Kang, Lijun <sup>6</sup> ; Hai-Shan Huang <sup>7</sup> ; Lu, Baili <sup>8</sup> ; Zhao, Jun <sup>8</sup> ; Liu, Zhongchun <sup>6</sup> ; Liu, Qian <sup>9</sup> <sup>1</sup>  
School of Nursing, Wuhan University, Wuhan, China; The Fifth Affiliated Hospital of Sun Yat-sen University, Zhuhai, China <sup>2</sup> School of Nursing, Wuhan University, Wuhan, China <sup>3</sup> School of Nursing, Wuhan University, Wuhan, China; Department of Psychiatry, Renmin Hospital of Wuhan University, Wuhan, China; Population and Health Research Center, Wuhan University, Wuhan, China <sup>4</sup> School of Journalism and Communication, Shanghai University, Shanghai, China <sup>5</sup> The Fifth Affiliated Hospital of Sun Yat-sen University, Zhuhai, China <sup>6</sup> Department of Psychiatry, Renmin Hospital of Wuhan University, Wuhan, China <sup>7</sup> Tongji Hospital Affiliated to Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China <sup>8</sup> Affiliated Wuhan Mental Health Center, Tongji Medical College of Huazhong University of Science and Technology, Wuhan, China <sup>9</sup> School of Nursing, Wuhan University, Wuhan, China; Population and Health Research Center, Wuhan University, Wuhan, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

This study aimed to investigate eHealth literacy about coronavirus disease 2019 (COVID-19) among older adults during the pandemic.

## Background

The COVID-19 pandemic promoted the development of online health care. Higher demand for accessing information from the Internet was seen.

## Methods

This was a sequential explanatory mixed-method study, involving a survey of older adults to explore the status and influencing factors of eHealth literacy regarding COVID-19. Semi-structured interviews were used to understand experiences and challenges regarding information retrieval, judgment and utilization.

## Results

A total of 337 older adults participated in the online questionnaire survey. Overall, older adults had slightly higher scores on eHealth literacy during the COVID-19 pandemic. Participants' location in the past month and current health issues were associated with eHealth literacy. Qualitative data were collected from nine older adults and included that some older adults retrieved health-related information during the pandemic. However, those who used non-smartphones described difficulties in information retrieval. A glut of misinformation has resulted in an 'infodemic', which has not only increased the difficulty of judging information but also posed challenges in information utilization for older adults.

## Conclusion

Improving older adults' eHealth literacy is essential in promoting an improved response to major public health events and in providing better health care for this group in the future. It is essential that government health agencies and health care providers provide evidence-based health information via social media platforms. Further efforts are needed to combine aspects of traditional and online health care services and provide reliable and updated online information and resources for older adults.

## Implications for Nursing Management

Providing evidence to eHealth literacy improvement and health management of older adults in the context of public health events.

---

Document 19 of 74

# Intervention types and their effects on workplace bullying among nurses: A systematic review

Jang, Sun Joo <sup>1</sup>

; Youn-Jung Son <sup>1</sup>

; Lee, Haeyoung <sup>1</sup>

<sup>1</sup> Red Cross College of Nursing, Chung-Ang University, Seoul, Republic of Korea

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

We aim to integrate the literature on workplace bullying among nurses and identify characteristics of anti-bullying interventions.

### Background

Workplace bullying in nursing is a major concern, potentially affecting nursing practice, patient outcomes and nurses' health.

### Evaluation

PubMed, Cochrane Library, CINAHL, EMBASE and PsychINFO were searched for English articles published

between January 2011 and December 2020 on workplace bullying among nurses. Eight articles were selected, and quality assessment and data extraction followed.

### **Key Issues**

Although the studies employed various intervention approaches, their workplace bullying conceptualizations and instruments varied, as did the outcome variables selected to assess the effects of the intervention.

### **Conclusion**

Anti-bullying interventions were effective, and the methods of their delivery have diversified. However, issues such as the lack of conceptual clarity, intervention specificity and elaboration remain unaddressed. Further studies are needed to develop updated and standardized instruments to tailor anti-bullying interventions.

### **Implications for Nursing Management**

Upgraded intervention strategies that reflect the contemporary nursing context and participant characteristics are warranted to ensure workplace bullying prevention. Active intervention by upper management is essential to develop and implement effective workplace bullying interventions.

---

Document 20 of 74

## What is the impact of patient violence in the emergency department on emergency nurses' intention to leave?

Stafford, Sarah <sup>1</sup> ; Avsar, Pinar <sup>1</sup> ; Nugent, Linda <sup>2</sup> ; O'Connor, Tom <sup>3</sup> ; Moore, Zena <sup>4</sup> ; Patton, Declan <sup>5</sup> ; Watson, Chanel <sup>6</sup> <sup>1</sup> School of Nursing and Midwifery, The Royal College of Surgeons in Ireland (RCSI), University of Medicine and Health Sciences, Dublin, Ireland <sup>2</sup> School of Nursing and Midwifery, The Royal College of Surgeons in Ireland (RCSI), University of Medicine and Health Sciences, Dublin, Ireland; Fakeeh College of Health Sciences, Jeddah, Saudi Arabia <sup>3</sup> Fakeeh College of Health Sciences, Jeddah, Saudi Arabia; Skin Wounds and Trauma Research Centre, RCSI University of Medicine and Health Sciences, Dublin, Ireland; School of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland; School of Nursing and Midwifery, Griffith University, Gold Coast, Queensland, Australia; Lida Institute, Shanghai, China <sup>4</sup> Fakeeh College of Health Sciences, Jeddah, Saudi Arabia; Skin Wounds and Trauma Research Centre, RCSI University of Medicine and Health Sciences, Dublin, Ireland; School of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland; School of Nursing and Midwifery, Griffith University, Gold Coast, Queensland, Australia; Lida Institute, Shanghai, China; Faculty of Medicine, Nursing and Health Sciences, Monash University, Clayton, Victoria, Australia; Department of Public Health, Faculty of Medicine and Health Sciences, Ghent University, Ghent, Belgium; University of Wales, Cardiff, UK; National Health and Medical Research Council Centre of Research Excellence in Wiser Wound Care, Menzies Health Institute Queensland, Gold Coast, Queensland, Australia <sup>5</sup> Fakeeh College of Health Sciences, Jeddah, Saudi Arabia; Skin Wounds and Trauma Research Centre, RCSI University of Medicine and Health Sciences, Dublin, Ireland; School of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland; School of Nursing and Midwifery, Griffith University, Gold Coast, Queensland, Australia; Faculty of Science, Medicine and Health, University of Wollongong, Wollongong, New South Wales, Australia <sup>6</sup> School of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland

[ProQuest document link](#)



---

## ABSTRACT (ENGLISH)

### Aim

To examine the impact that patient violence, experienced in the emergency department, has on emergency nurses' intention to leave their job.

### Background

Emergency departments have become known for their overcrowding, chaos, unpredictability and violence. Emergency nurses are at high risk of experiencing workplace violence, which is cited in the literature as having a direct effect on general nurses' intention to leave. A high rate of nursing turnover may lead to short staffing, jeopardize the quality of patient care and increase overcrowding and wait times.

### Evaluation

A systematic review was undertaken in CINAHL, Medline and Psych INFO databases using published data until November 2021. Six articles were included, and PRISMA guidelines were adhered to.

### Key Issues

Workplace violence in the emergency department had a direct impact on emergency nurses' intention to leave and decreased their job satisfaction. Verbal abuse is the most experienced form of workplace violence.

### Conclusions

Workplace violence experienced by emergency nurses in the emergency department had a direct positive impact on their intention to leave and subsequently negative impact on their job satisfaction.

### Implications for Nursing Management

This review may inform clinical decision-making and aid in the development of clinical practice guidelines for a workplace violence prevention programme, specific to the emergency department.

---

Document 21 of 74

# Coping strategies that motivated frontline nurses while caring for the COVID-19 patients during the pandemic: A scoping review

Moustaq Karim Khan Rony <sup>1</sup>

; Islam, Kanika <sup>2</sup>; Alamgir, Hasnat M <sup>3</sup> <sup>1</sup> Institute of Social Welfare and Research, University of Dhaka, Bangladesh; Master of Public Health, Bangladesh Open University, Dhaka, Bangladesh <sup>2</sup> College of Nursing, International University of Business Agriculture and Technology, Dhaka, Bangladesh <sup>3</sup> Centre for Consultancy and Applied Research, International University of Business Agriculture and Technology, Dhaka, Bangladesh

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Background

The world faced a great health crisis during the COVID-19 pandemic. Consequently, the health care providers struggled and faced tremendous difficulties in treating high-load critical patients. This was particularly true in low- and middle-income countries where the work and patient loads are always higher and nurses at the forefront must deal with emergencies while being at high risk of exposure. However, little is known about the survival strategies of

frontline nurses as dealt with the pandemic.

### **Objectives**

This study catalogued the coping strategies of frontline nurses to deal with caring for the COVID-19 patients during the pandemic.

### **Methods**

The Arksey O'Malley framework was followed to conduct a scoping review. A systematic literature search was conducted using three databases: Google Scholar, Scopus and PubMed; and out of the 192 studies, 12 met the inclusion criteria set for this review study.

### **Results**

A total of 44 strategies were identified that motivated nurses to deal with the COVID-19 situation, and these strategies could be categorized into five main themes: nurses' self-strategies, nurses' strategies at the ethical level, employers' strategies, nursing leaders' strategies and supplementary strategies.

### **Conclusions**

The findings of this study will provide guidance for health care workers, employers, policymakers, regulators and other stakeholders to adopt and promote different strategies in managing difficult emergency situations in future.

### **Implications for nursing management**

This study emphasizes the importance of learning how to deal with adversity by health care workers and organizations in an emergency.

---

Document 22 of 74

# Nurses', midwives' and students' knowledge, attitudes and practices related to domestic violence: A cross-sectional survey

Parveen, Ali <sup>1</sup>

; McGarry, Julie <sup>2</sup>

; Younas, Ahtisham <sup>3</sup>

; Inayat, Shahzad <sup>4</sup>

; Watson, Roger <sup>5</sup>

<sup>1</sup> Health Sciences School, University of Sheffield & Doncaster and Bassetlaw Teaching Hospitals, Sheffield, United Kingdom, UK <sup>2</sup> Health Sciences School, University of Sheffield & Sheffield Teaching Hospitals, Sheffield, United Kingdom, UK <sup>3</sup> Faculty of Nursing, Memorial University of Newfoundland, St. John's, Newfoundland and Labrador, Canada; Swat College of Nursing, Qambar, Pakistan <sup>4</sup> Nursing and Health Sciences, Al-Nafees Medical College & Isra College of Nursing, Isra University Islamabad, Islamabad, Pakistan <sup>5</sup> Faculty of Health and Social Care, University of Hull, Hull, UK

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aims**

To measure registered nurses', registered midwives', and nursing and midwifery students' current levels of knowledge, attitude and practices related to intimate partner violence.

### **Background**

Nurses and midwives whether registered or students need to be confident and competent in identifying and

responding to intimate partner violence.

### **Design**

A cross-sectional survey.

### **Methods**

Data were collected through online surveys using the Physician Readiness to Manage Intimate Partner Violence Survey. Descriptive and inferential statistics were used to analyse the data.

### **Results**

Nursing and midwifery students were less knowledgeable and prepared than nurses and midwives. Midwives had more positive attitudes compared with nurses towards women experiencing intimate partner violence.

### **Conclusions**

Health care institutions and regulatory bodies should provide resources and support to nursing and midwifery professionals. Personal experiences of domestic abuse and professional experience of supporting victims of domestic abuse/intimate partner violence affected practitioner's abilities to identify and manage intimate partner violence.

### **Implications for Nursing Management**

Nurse and midwifery managers can ensure that clinical and organisational policies and protocols are revisited and updated regularly and that interdisciplinary collaboration is promoted and emphasized for prompt identification and management of intimate partner violence.

---

Document 23 of 74

# Burnout and intent to leave during COVID-19: A cross-sectional study of New Jersey hospital nurses

de Cordova, Pamela B <sup>1</sup>

; Johansen, Mary L <sup>2</sup>

; Grafova, Irina B <sup>3</sup>

; Crincoli, Suzanne <sup>4</sup>; Prado, Joseph <sup>5</sup>; Monika Pogorzelska-Maziarz <sup>6</sup>

<sup>1</sup> Rutgers, the State University of New Jersey, Division of Nursing Science – School of Nursing, Division of Nursing Science, School of Nursing, Newark, New Jersey, USA; New Jersey Collaborating Center for Nursing (NJCCN), Newark, New Jersey, USA <sup>2</sup> Rutgers, the State University of New Jersey, Division of Nursing Science – School of Nursing, Division of Nursing Science, School of Nursing, Newark, New Jersey, USA <sup>3</sup> Rutgers, the State University of New Jersey, Division of Entry to Baccalaureate Nursing, School of Nursing, Newark, New Jersey, USA <sup>4</sup> New Jersey Collaborating Center for Nursing (NJCCN), Newark, New Jersey, USA <sup>5</sup> Rutgers, the State University of New Jersey, Minority Biomedical Research Support Program (MBRS), Newark, New Jersey, USA <sup>6</sup> Jefferson College of Nursing, Thomas Jefferson University, Philadelphia, Pennsylvania, USA

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

The aim of this work is to examine staffing, personal protective equipment (PPE) adequacy and physical exhaustion that contributed to burnout and intent to leave among hospital nurses during the first peak of the COVID-19 pandemic.

## Background

Burnout is associated with adverse nurse and patient outcomes. Identifying the magnitude of burnout that occurred during the pandemic can prepare managers for the long-term mental health effects on nurses.

## Methods

A cross-sectional, electronic survey was administered to examine perceptions of burnout and intent to leave among all New Jersey hospital nurses from October 6 to October 26, 2020.

## Results

A total of 3030 nurses responded with 64.3% reporting burnout and 36.5% reporting intent to leave the hospital within a year. There was a significant association between high levels of burnout and intent to leave ( $\chi^2 = 329.4$ ;  $p = .001$ ). There was no association between staffing and burnout; however, reporting inadequate PPE (OR=1.77 [95% CI: 1.34–2.34]) and physical exhaustion (OR=3.89 [95% CI: 3.19–4.76]) remained predictors of burnout among nurses.

## Conclusion

Inadequate PPE and physical exhaustion coupled with short staffing contributed to burnout and intent to leave.

## Implications for Nursing Management

Managers should continue to utilize evidence-based mental health interventions and advocate within their nursing professional organizations for relief funds to reduce burnout.

---

Document 24 of 74

# Organizational climate and interpersonal interactions among registered nurses in a neonatal intensive care unit: A qualitative study

Bry, Anna <sup>1</sup>

; Wigert, Helena <sup>1</sup>

<sup>1</sup> Institute of Health and Care Sciences, Sahlgrenska Academy, University of Gothenburg, Gothenburg, Sweden; Division of Neonatology, Sahlgrenska University Hospital, Gothenburg, Sweden

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The aim of this work is to describe the organizational climate and interpersonal interactions experienced by registered nurses in a level III neonatal intensive care unit.

### Background

Neonatal nurses have a demanding task in caring for a varied, highly vulnerable patient population and supporting patients' families. Nurses' psychosocial work environment affects quality of care as well as nurses' job satisfaction and organizational commitment.

### Method

Semistructured interviews with 13 nurses, covering numerous aspects of their psychosocial work environment, were analyzed using thematic analysis.

### Results

High staff turnover and a preponderance of inexperienced nurses were described as stressful and detrimental to group cohesion. Work at the unit was considered overly demanding for newly qualified nurses, while senior nurses expressed frustration at the work of training new nurses who might not stay. While some were very satisfied with the

group climate, others complained of a negative climate and incivilities from some experienced nurses toward new recruits.

### **Conclusions**

High turnover and variable competence among staff present challenges for maintaining a positive organizational climate.

### **Implications for Nursing Management**

Management should communicate a clear sense of the nature of neonatal intensive care when recruiting, foster group cohesion (e.g., by creating stable work teams) and reward commitment to working at the unit.

---

Document 25 of 74

## Caring for children and adolescents victims of domestic violence: A qualitative study

Budler, Leona Cilar <sup>1</sup>

; Stricevic, Jadranka <sup>1</sup>; Kegl, Barbara <sup>1</sup>; Pevec, Monika <sup>2</sup>; Klanjsek, Petra <sup>1</sup> <sup>1</sup> Faculty of Health Sciences, University of Maribor, Maribor, Slovenia <sup>2</sup> Faculty of Health Sciences, University of Maribor, Maribor, Slovenia; Division of Paediatrics, University Medical Centre Maribor, Maribor, Slovenia

[ProQuest document link](#)

---

### **ABSTRACT (ENGLISH)**

#### **Aim**

To explore nurses' perceptions on caring for children and adolescents who are victims of domestic violence, medical treatment of a victim of domestic violence and social aspects of recognizing this problem.

#### **Background**

Nurses are often first to recognize family violence; thus, they must have appropriate knowledge, skills and experience. Caring for child victims of domestic violence can be very stressful and emotional and nurses must have support when caring for them.

#### **Methods**

A qualitative study was conducted between June and August 2020. Interviews were conducted with paediatric nurses in a university hospital in Slovenia. Interviews were transcribed, coded and synthesized.

#### **Results**

We identified four main categories: violence against children; nurses' perception of caring for a child victim of domestic violence; medical treatment of a child who is a victim of domestic violence; the social aspect of recognizing violence against a child.

#### **Conclusions**

Domestic violence is present regardless of country, language and nationality. Early interventions should be directed towards recognition of the signs of domestic violence and care for victims of violence and caregivers.

#### **Implications for Nursing Management**

It is the responsibility of healthcare systems, hospital managers and nurses themselves to provide nursing care for children and adolescent victims of domestic violence based on the newest and best evidence.

---

Document 26 of 74

# Sexual harassment of religious Jewish nurses by patients and its relation to the ward's listening climate, care avoidance and quality of nursing care

Sigal Shafran Tikva <sup>1</sup>

; Gabay, Gillie <sup>2</sup>

; Kagan, Ilya <sup>3</sup>

<sup>1</sup> Hadassah Research and Innovation Center in Nursing, Hadassah University Medical Center, Jerusalem, Israel; School of Nursing, Jerusalem College of Technology, Jerusalem, Israel <sup>2</sup> Multi-Disciplinary Studies, Achva Academic College, Arugot, Israel <sup>3</sup> Department of Nursing, Ashkelon Academic College, Ashkelon, Israel

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

This study aimed to examine the associations between religious Jewish nurses' exposure to sexual harassment by patients, the ward's listening climate, the quality of nursing care and nurses' avoidance of therapeutic contact with harassing patients.

### Background

A few studies have examined nurses' exposure to sexual harassment by patients, but this phenomenon has not been studied among religious Jewish nurses.

### Methods

This is a cross-sectional study of 85 nurses who study at a religious Jewish nursing school. Respondents completed self-administered structured questionnaires. Multiple regression analysis was performed to reveal antecedents of the quality of nursing care provided to sexually harassing patients.

### Results

The more religious the nurses, the more they avoided therapeutic contact with harassing patients. The strongest predictor of reported quality of care for harassing patients was the avoidance of therapeutic contact. Forty-two per cent of the variance in reported quality of nursing care was explained by the employment type and by the avoidance of therapeutic contact, which was related to the nurses' level of religiosity.

### Conclusions

Nurses' level of religiosity is related to the quality of care provided to sexually harassing patients.

### Implications for Nursing Management

Nursing leadership must raise awareness of sexual harassment by patients and develop policy and implementation programmes with sensitivity to religious nurses.

---

Document 27 of 74

## A cross-sectional examination of the relationship between nurses' experiences of skin lesions and anxiety and depression during the COVID-19

# pandemic: Exploring the mediating role of fear and resilience

Yang, Rumei <sup>1</sup> ; Ke, Qiaohong <sup>2</sup> ; Sally Wai-chi Chan <sup>3</sup> ; Liu, Yang <sup>4</sup> ; Lin, Huicong <sup>4</sup> ; Li, Wengang <sup>4</sup> ; Zhu, Jiemin <sup>4</sup> <sup>1</sup> School of Nursing, Nanjing Medical University, Nanjing, China <sup>2</sup> School of Nursing, Midwifery and Health Systems, University College Dublin, Dublin, Ireland <sup>3</sup> President Office, Tung Wah College, Hong Kong, China <sup>4</sup> School of Medicine, Xiamen University, Xiamen, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To explore the mediating role of fear and resilience on the relationship between clinical nurses' reporting of skin lesions and their anxiety and depression during the coronavirus disease 2019 (COVID-19) pandemic.

### Background

Prolonged personal protective equipment wearing may cause severe skin lesions among clinical nurses. The possible relationship between clinical nurses' reporting of skin lesions and their anxiety and depression remains unknown. Moreover, little is known about what factors could mediate such a relationship.

### Methods

This is a cross-sectional online survey. CHERRIES was used to report results.

### Results

Of 2014 participants, 94.8% ( $n=1910$ ) reported skin lesions. Skin lesions were positively related to anxiety ( $p<.001$ ,  $\beta=.228$ ,  $SE=.099$ ) and depression ( $p<.001$ ,  $\beta=.187$ ,  $SE=.093$ ). Fear activated while resilience buffered the relationship between clinical nurses' reporting of skin lesions and anxiety and between skin lesions and depression.

### Conclusion

Reduced fear and enhanced resilience level were related to decreased levels of anxiety and depression among clinical nurses.

### Implications for nursing management

Nurse managers should evaluate the occurrence and severity of clinical nurses' skin lesions, arrange reasonable working duration to relieve skin lesions, provide appropriate psychological support to reduce clinical nurses' fear and implement various strategies to enhance their resilience, thereby decreasing their anxiety and depression.

Clinical trial registration number: ChiCTR2000030290

---

Document 28 of 74

# Verbal violence and turnover intention among new nurses in Korea: A time-lagged survey

Chang, Ae Kyung <sup>1</sup>  
; Ah Young Kim <sup>1</sup>

<sup>1</sup> College of Nursing Science, Kyung Hee University, Seoul, South Korea

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To test a model examining the impact of verbal violence against new nurses on their turnover intention and the mediating effects of emotional reaction and burnout based on affective events theory.

### Background

In Korea, turnover rate of nurses, especially new nurses, is at a serious level. It is important to verify the paths by which nurses reach a turnover intention after experiencing verbal violence, which is the most common form of workplace violence. In particular, research on new nurses who are vulnerable to exposure to verbal violence and have a high turnover rate is insufficient.

### Methods

Data were collected using time-lagged online surveys from 212 Korean new nurses. Structural equation modelling was used to test the hypothesized model.

### Results

The level of the turnover intention of new nurses was almost 4 out of 5. Verbal violence not only has a direct effect on turnover intention but also has an indirect effect through burnout. Emotional reactions and burnout sequentially mediated the relationship between verbal violence and turnover intention; these variables explained approximately 57% of turnover intention.

### Conclusions

To decrease negative emotional reactions and burnout caused by verbal violence may benefit to reduction of turnover intention of new nurses.

### Implications for Nursing Management

Our finding highlight the critical need for new nurses' violence interventions that focus on emotional reactions and burnout, and thereby improving desirable patient-co-worker-nurse relationships and quality of life for new nurses.

---

Document 29 of 74

# Comparative analysis of sexual harassment between male and female nurses: A cross-sectional study in Greece

Papantoniou, Panagiotis <sup>1</sup>

<sup>1</sup> Warwick Business School, Coventry, UK

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

The aims of this work are to compare the frequency of sexual harassment among male and female nurses in Greece and capture the reasons for not reporting sexual harassment.

### Background

The #MeToo and #TimesUp movements have emphasized the ubiquity of sexual harassment in health care. Yet, limited studies have explored sexual harassment among male and female nurses and the reasons for not reporting it.

### Methods





An online cross-sectional survey was conducted using the Sexual Experiences Questionnaire (SEQ) to collect data from 1,264 female nurses and 507 male nurses.

### **Results**

Sixty-seven per cent of female nurses have experienced sexual harassment at least once in their working lives, whereas male nurses' exact figure was 41%. The most common type of sexual harassment for both groups was gender harassment, followed by unwanted sexual attention and sexual coercion. Female nurses experienced more severe adverse consequences, whereas male nurses experienced moderate negative consequences.

### **Conclusions**

Policymakers and hospital managers should create mechanisms to allow victims to report their experiences and establish an independent committee to assess victims' complaints.

### **Implications for nursing management**

Managers are called to change how hospitals deal with sexual harassment cases, modernize their management style, and support sexual harassment victims to break their silence without fear of negative consequences.

---

Document 30 of 74

# From anticipation to confidence: A descriptive qualitative study of new graduate nurse communication with physicians

Thompson H Forbes III <sup>1</sup>

; Evans, Shannon <sup>1</sup> <sup>1</sup> East Carolina University, Greenville, North Carolina, USA

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

The aim of this study was to understand how new graduate nurses experience communication with physicians.

### **Background**

Communication is necessary for high-quality health care delivery. With poor patient outcomes as a driving force, knowledge of the dialogue that occurs between new graduate nurses and physicians has been rarely explored.

### **Methods**

This qualitative descriptive study involved 13 new graduate nurses from an academic teaching hospital in the south-eastern United States. Data for this study were collected using face-to-face and virtual interviews with a focus on having nurses describe their experience communication with physicians in their current practice.

### **Results**

Analysis led to four themes that describe new graduate nurses experience communicating with physicians. Those themes were gaps in preparation, developing confidence, learning to communicate, and interprofessional care.

### **Conclusions**

Effective communication with physicians is a stressor for new graduate nurses as they transition to practice. For these nurses, negative emotions in their anticipation of communicating with physicians were developed during their educational experience.

### **Implications for Nursing Management**

The findings of this study emphasize the importance of enhanced interprofessional training in education and practice that facilitate effective communication between the two professions in the practice environment.

# Beyond workplace violence: Direct and vicarious trauma among psychiatric hospital workers. A qualitative study

Ham, Elke <sup>1</sup>

; Ricciardelli, Rosemary <sup>2</sup>

; Rodrigues, Nicole C <sup>3</sup>

; Hilton, N Zoe <sup>4</sup>

; Seto, Michael C <sup>3</sup>

<sup>1</sup> Waypoint Research Institute, Waypoint Centre for Mental Health Care, Penetanguishene, Ontario, Canada <sup>2</sup> Memorial University of Newfoundland, Newfoundland and Labrador, Canada <sup>3</sup> The Royal Ottawa Health Care Group, Ontario, Canada <sup>4</sup> Waypoint Research Institute, Waypoint Centre for Mental Health Care, Penetanguishene, Ontario, Canada; University of Toronto, Toronto, Ontario, Canada

[ProQuest document link](#)

## ABSTRACT (ENGLISH)

### Aim

We aimed to explore psychiatric nurses' and other psychiatric workers' understanding of trauma in the context of their relationships with the people they care for and the effects on their mental health.

### Background

Workplace violence in psychiatric hospitals can lead to mental health problems, including posttraumatic stress disorder. Professional relationships with the people they care for may complicate psychiatric workers' experiences of trauma.

### Methods

We qualitatively analysed responses of 30 psychiatric workers who answered relevant open-ended questions in a survey of workplace violence and posttraumatic stress disorder symptoms.

### Results

We found that respondents were profoundly affected by violence and vicarious trauma through the current and previous suffering of people in their care. The effects of vicarious exposure and other potentially psychologically traumatic events were often made worse by lack of organizational support.

### Conclusion

Not only direct exposure to violent events but also indirect exposure, vicarious traumatic stress and perceived lack of organizational support affect staff's well-being.

### Implications for Nursing Management

Management should ensure that mental health supports are not limited to workers directly affected by workplace violence but should extend to those who witnessed the event and to those regularly exposed to vicarious trauma.

# Hospital nurses experiencing day-to-day workplace incivility: A diary study on the benefits of daily social

# support

Isabel Carmona-Cobo <sup>1</sup>

; Esther Lopez-Zafra <sup>1</sup> <sup>1</sup> Department of Psychology, University of Jaén, Jaén, Spain

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The present study investigated the adverse effects of daily experienced incivility and the positive role of daily social support during the workday in predicting daily emotional exhaustion after work and vitality and positive affect at bedtime.

### Background

Despite the broad knowledge of the impact of experienced incivility in different occupations, little is known about day-to-day nurse incivility, much less in the hospital context.

### Method

After completing a general questionnaire, hospital nurses ( $n=96$ ) completed a diary questionnaire twice a day for five consecutive workdays ( $n=480$  diary observations). The diary design had two levels: 5-day repeated measures (Level 1, day level) nested in persons (Level 2, person level) using an experience-sampling methodology.

### Results

Multilevel hierarchical analyses showed that incivility during the workday increased emotional exhaustion after work ( $t=3.00$ ,  $p < 0.05$ ) and reduced vitality ( $t=-2.48$ ,  $p = 0.05$ ) and positive affect ( $t=-2.23$ ,  $p = 0.05$ ) at bedtime. However, daily social support during the workday was a crucial job resource that directly benefited hospital nurses' daily wellbeing ( $t=5.19$ ,  $p = 0.01$  vitality;  $t=4.89$ ,  $p = 0.01$  positive affect) and buffered the adverse effects of daily workplace incivility ( $t=-2.33$ ,  $p = 0.05$ ).

### Conclusion

The within-person approach of our findings suggests that supportive practices can reduce day-to-day incivility spirals.

### Implications for Nursing Management

Nurse managers can promote a civility culture within their units using in service training programmes at work.

---

Document 33 of 74

## Formally reporting incidents of workplace violence among nurses: A scoping review

Huang, Lei <sup>1</sup>

; Chang, Hongwei <sup>1</sup> ; Xiao, Peng <sup>1</sup>

; Zhang, Fengjian <sup>1</sup>

; Mo, Beirong <sup>2</sup> ; Liu, Yilan <sup>3</sup>

<sup>1</sup> Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China; School of Nursing, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China <sup>2</sup> Huazhong University of Science and Technology Union Shenzhen Hospital, Shenzhen, China <sup>3</sup> Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China

## ABSTRACT (ENGLISH)

### Aim

We aim to describe and synthesize the scientific literature on nurses' formal reporting of workplace violence.

### Background

Research on reporting workplace violence among nurses is increasing annually, but the evidence from such reports has not been summarized or analysed.

### Evaluation

A scoping review was conducted using electronic databases including PubMed, Web of Science, Scopus, CINAHL and Ovid-Embase.

### Key Issues

Forty-nine studies were included in this review, and four significant issues pertinent to reporting of workplace violence was identified: (1) the reporting rate is generally low, and oral report is the most popular medium; (2) nurses are often not satisfied with how the organisation handles their report; (3) the reasons affecting reporting are complex and diverse; and (4) few studies have proposed countermeasures to promote reporting formally.

### Conclusions

Scholars are paying increasing attention to workplace violence; however, the reporting of workplace violence in real world situations is not being facilitated to inform improvements in managing violence in the workplace. Therefore, more countermeasures conducive to reporting urgently need to be put forward.

### Implications for Nursing Management

Nurse managers are in a pivotal position to encourage reporting by their staff, respond pro-actively and advocate for more streamlined and accessible processes. The findings of this review can provide a basis for nursing managers to better manage workplace violence and improve the reporting rate among nurses.

---

Document 34 of 74

# Managing maternal and child health nurses undertaking family violence work in Australia: A qualitative study

Adams, Catina <sup>1</sup>

; Hooker, Leesa <sup>2</sup>

; Taft, Angela <sup>1</sup>

<sup>1</sup> Judith Lumley Centre, School of Nursing and Midwifery, La Trobe University, Melbourne, Victoria, Australia

<sup>2</sup> Judith Lumley Centre, School of Nursing and Midwifery, La Trobe University, Melbourne, Victoria, Australia; Rural Department of Nursing and Midwifery, La Trobe Rural Health School, La Trobe University, Bendigo, Victoria, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

## **Aim**

To explore the experience of nurse managers managing maternal and child health nurses undertaking family violence work in Victoria, Australia.

## **Background**

Health care practitioners' ability to address violence against women is strengthened by health service systems that include effective staff management and leadership. Maternal and child health nurses work with women experiencing abuse; however, their support by the health system and their managers has not been examined.

## **Method**

Semi-structured interviews with 12 nurse managers in 2019–2020 explored how they supervised and managed nurses. The data were analysed using reflexive thematic analysis.

## **Results**

We identified three themes—(a) managing the service: being resourceful; (b) supporting nurses' emotional safety; and (c) hitting the ground running: the demands on the manager.

## **Conclusion**

Inadequate support for nurse managers undermines workplace well-being and role satisfaction, impacting the safety and supervision of nurses doing family violence work.

## **Implications for Nursing Management**

An integrated family violence systems approach must include improved training and support for nurse managers to enable reflective practice and ensure effective support for nurses working with women experiencing abuse.

---

Document 35 of 74

# Commentary: A global problem of human trafficking in need of transformational leaders

Normandin, Patricia A <sup>1</sup>

<sup>1</sup> Tufts Medical Center, Boston, MA, USA

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

The aim was to improve the knowledge and skill about human trafficking in nursing and to identify the key components to support nurses to learn the skills of screening, identifying and referral.

### **Background**

Worldwide human trafficking is a hidden epidemic crossing all countries exploiting over 4.3 million people. Nurses have received inconsistent or nonexistent human trafficking education. Nurses need training to have the self-efficacy, knowledge and skill to refer persons entrapped in human trafficking.

### **Evaluation**

This novel online educational programme titled *See, Pull, Cut the Threads of Human Trafficking Violence*® was piloted with a small group of emergency nurses to study the variables of self-efficacy, knowledge and skills as they related to performance of screening, identifying and referral of human trafficked persons.

### **Conclusion**

Emergency nurses gained human trafficking knowledge after education that examined the nurses', self-efficacy, knowledge and skills to perform screening, identification and referral.

### **Implications for nursing management**

Transformational leadership style is an important model to introduce new nursing practices that educate and train staff about human trafficking. Nursing administrators and directors are in an ideal position to promote and secure human trafficking training for nurses.

Tufts Medical Center and Tufts University Institutional Review Board (IRB) granted approval for this study on 24 January 2019, with EXEMPT Status, IRB # 13211.

---

Document 36 of 74

## The ever-present problem of violence and abuse in health care settings

Corbally, Melissa <sup>1</sup> <sup>1</sup> The University of Dublin Trinity College, Dublin, Ireland

[ProQuest document link](#)

---

---

Document 37 of 74

## A bibliometric analysis of COVID-19 publications in nursing by visual mapping method

Ayşe Çiçek Korkmaz <sup>1</sup>  
; Altuntaş, Serap <sup>1</sup>

<sup>1</sup> Faculty of Health Sciences Nursing Department, Bandırma Onyedi Eylül University, Bandırma, Turkey

[ProQuest document link](#)

---

### ABSTRACT (ENGLISH)

#### Aim

This study conducted a bibliometric analysis of nursing publications on the COVID-19 between 1 January 2020, and 24 October 2021.

#### Background

COVID-19 has been a hot research topic that has attracted many researchers from various disciplines. One of the ways to combat the COVID-19 pandemic is to produce knowledge and present it with a holistic approach. Therefore, it is crucial to make bibliometric and content analyses of scientific publications. Scientific data should be evaluated to keep up with the developments in the nursing profession and practices during the COVID-19 pandemic.

#### Methods

Data were collected from the Web of Science database. The sample consisted of 1280 publications that met the inclusion criteria. The data were analysed using descriptive content and bibliometric analysis. The VOSviewer, a mapping and visualization software program, was used for bibliometric analysis.

#### Results

The United States is one of the countries with the highest number of publications, citations and international

cooperation during the pandemic. Of all these publications, 1183 (92.42%) are original articles. The *Journal of Nursing Management* has the highest number of publications and citations. The publications focus primarily on the topics of COVID-19, pandemic, nursing, coronavirus and nurses. The current topics that the publications address are online education, online learning, practice, nursing student, perceived stress, stress, fear, quality of life and experience to determine the impacts of the pandemic on mental health nursing education.

### **Conclusions**

The COVID-19 pandemic has an impact on nursing, and the number of publications is increasing worldwide. In the early days of the pandemic, researchers focused on the topics of coronavirus infections, infection control, global health, health policy and nursing policy. Afterward, they addressed current topics, such as education and the psychological effects of the pandemic.

### **Implications for nursing management**

Our results will help nurse managers identify issues related to COVID-19 that have not been researched yet and have not been adequately explained in their own institutions. They will also help them choose appropriate journals to get their studies published, appropriate countries to cooperate with and access information about the studies on the subject matter. Our results will also help them make evidence-based decisions about mental health and nursing education.

---

Document 38 of 74

# Bullying experience and the work environment in nurses: A cross-sectional data analysis

Baek, Hyang <sup>1</sup>

; Trinkoff, Alison M <sup>1</sup> <sup>1</sup> University of Maryland School of Nursing, Baltimore, Maryland, USA

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aims**

This study aimed to examine the degree and severity of workplace bullying in nurses and to assess the relationship between bullying and work environment factors.

### **Background**

Workplace bullying occurs in nursing at an alarming rate and may escalate with more adverse working conditions.

### **Methods**

Online survey data from a nationally representative sample of 1,170 U.S. registered nurses, collected between 2020 and 2021, were analysed. Five items measuring workplace bullying were used to identify bullying subgroups (unbullied, bullied but unrecognized, moderate bullying and severe bullying) using latent profile analysis. Ordinal logistic regression examined relationships between workplace factors and bullying.

### **Results**

Over 40% of nurses reported being bullied in the past year. Four bullying subgroups were distinguished. Inadequate staffing, lack of time to get the job done and lack of breaks away from the work area were all significantly associated with severe bullying.

### **Conclusion**

Ensuring adequate staffing based on patient needs and nurse competency can mitigate workplace bullying in nurses. Further studies are needed to examine the effectiveness of stress reduction programmes on bullying using longitudinal designs.

## Implications for Nursing Management

This result indicates a critical need to improve nursing work environments, which could provide many benefits for nursing workforces, including potential to lessen bullying severity that adversely affects nurse well-being.

---

Document 39 of 74

# 'Triple-A: Acquaint, analyse and act': The insights of nurse educators towards a better understanding of workplace violence in Saudi Arabia

Jordan, Tovera Salvador <sup>1</sup>

<sup>1</sup> Department of Nursing Education, College of Nursing, Imam Abdulrahman Bin Faisal University, Dammam, Saudi Arabia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

This study aims to investigate the experiences and insights of nurse educators in order to acquire a better understanding of the nature and various factors associated with workplace violence, which could lead to the establishment of future actions and recommendations to eliminate or reduce aggression, abuse, incivility and any other forms of violence in the health sector.

### Background

Workplace violence is one of the social phenomena that have not been fully explored in various settings such as educational institutions and health care facilities. A worker who has experienced violence could provide valuable insights that could help to better understand and sustainably protect an individual, a group or an organization from workplace violence and its unfavourable consequences.

### Methods

Qualitative description is used in this phenomenological study. A total of 18 nurse educators who met the inclusion criteria were enrolled as the study participants in a government university located in the Eastern Region of Saudi Arabia. Purposive sampling method was used in the recruitment. In addition, a semi-structured interview guide was employed to explore the participants' experiences and insights from February to June 2021. Data were analysed using Colaizzi's methods, and a consolidated criteria for reporting qualitative research checklist was utilized to report the study's results.

### Results

The participants' narratives generated three major themes, namely, the 'Triple-A': (1) 'acquaint', (2) 'analyse' and (3) 'act', to better understand workplace violence themes.

### Conclusion

The 'Triple-A: Acquaint, analyse, and act' workplace violence themes can serve as a simple guide to better understand the nature and different factors associated with workplace violence: 'acquaint' illustrates self-awareness; 'analyse' pertains to the recognition to possible indications and signals; and 'act' depicts an individual's proactiveness and responsiveness to workplace violence and conceivably catalyses the decrease of this social hazard's prevalence.

### Implication for Nursing Management

Leaders and managers in the nursing field should prioritize their participation in developing creative strategies and their implementation of policies to manage and mitigate violence in the workplace, such as initiating ongoing



education (acquaint), creating robust procedures for reporting and referral (analyse), establishing support networks, listening to victims' experiences and promoting respect to individual differences (act).

---

Document 40 of 74

# Workplace violence in the Australian and New Zealand midwifery workforce: A scoping review

Capper, Tanya S <sup>1</sup>

; Thorn, Megan <sup>2</sup>; Muurlink, Olav T <sup>3</sup>

<sup>1</sup> School of Nursing, Midwifery and Social Sciences, CQUniversity Australia, Brisbane, Queensland, Australia <sup>2</sup> School of Nursing and Midwifery, College of Health, Medicine and Well-being, The University of Newcastle, University Drive, Callaghan, New South Wales, Australia <sup>3</sup> School of Business and Law, CQUniversity Australia, Brisbane, Queensland, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The aim of the study is to identify and map what is known about workplace violence involving midwives in Australia and New Zealand.

### Background

Research from the United Kingdom demonstrates that workplace violence within maternity services is a pervasive issue with significant and wide-ranging clinical, individual and organisational consequences. To date, little is known about this issue within Australian and New Zealand maternity services.

### Evaluation

A scoping review, guided by Arksey and O'Malley's framework, was conducted. Reporting followed the Preferred Reporting Items for Systematic Reviews and Meta-Analyses extension for Scoping Reviews checklist. Just one identified study aimed to explore midwives' experiences of workplace violence. A further nine arrived at related results or themes.

### Key issues

Workplace violence is present in a variety of forms across maternity services in Australia and New Zealand. Its prevalence is, however, yet to be understood. Workplace violence causes physical and mental health issues for midwives, premature workforce attrition, and jeopardizes the quality and safety of maternity care.

### Conclusions

Workplace violence has been acknowledged as one of the key contributing factors towards premature attrition from the midwifery profession, with new graduate midwives most likely to leave. With the midwifery workforce ageing and evidence of serious clinical implications emerging, workplace violence needs urgent research and organisational attention.

### Implications for nursing management

Workplace violence is a key contributing factor towards recruitment and retention challenges for managers. To help tackle this, managers have a key role to play in identifying and effectively addressing workplace violence by acting as positive role models, taking a zero-tolerance approach and fostering collegial relationships. Managers, holding key clinical leadership positions, are pivotal to ensuring all complaints raised are handled with transparency and consistency regardless of one's position within the clinical hierarchy and organisational structure.

# Career adaptability of newly graduated nurses at an obstetrics and gynaecology hospital in China: A qualitative study

Zhang, Han <sup>1</sup>

; Jin Xia Jiang <sup>2</sup> ; Min Hui Zhong <sup>1</sup> ; Chan, Yu <sup>1</sup> ; Pang, Qi Ying <sup>3</sup> ; Yan Li Mao <sup>2</sup> ; Duan, Xia <sup>1 1</sup>

Nursing Department, Shanghai First Maternity and Infant Hospital, School of Medicine, Tongji University, Shanghai, China <sup>2</sup> Emergency Department, Shanghai Tenth People's Hospital, School of Medicine, Tongji University, Shanghai, China <sup>3</sup> Huashan Hospital, Fudan University, Shanghai, China

[ProQuest document link](#)

## ABSTRACT (ENGLISH)

### Aim

The aim of this study was to gain insight into factors affecting career adaptability of newly graduated nurses and ways to improve them.

### Background

Newly graduated nurses face an important transition from student to professional. Unfortunately, the nurse turnover rate is high due to maladaptation. Factors influencing career adaptability and improvement methods have not been clearly addressed.

### Methods

Using a descriptive qualitative study with thematic analysis, 15 newly graduated nurses from a tertiary obstetrics and gynaecology teaching hospital in China were interviewed.

### Results

Six themes affecting career adaptability were found: personality, self-confidence, occupational care focus, work-related stress, basic professional competency and gap between reality and expectations. Four themes improving career adaptability were identified: strong social support, self-adjustment, self-development and career preparation. Eight subthemes were also identified.

### Conclusions

Individual, family and work factors were among those affecting career adaptability among newly graduated nurses. Newly graduated nurses would improve their career adaptability through self-adjustment and social support. Helping them to promote these factors and measures is conducive to improving their career adaptability and reducing staff turnover.

### Implications for Nursing Management

Nurse managers should be aware of the key factors affecting career adaptability among newly graduated nurses and design targeted improvement programmes.

# Caregivers facing violence in long-term care setting: A cross analysis of incident reports and caregivers

# speech

Blanchard, Marina <sup>1</sup> ; Somme, Dominique <sup>2</sup>

; Charras, Kevin <sup>3</sup>

; Corvol, Aline <sup>4</sup>

<sup>1</sup> Univ Rennes, CHU Rennes, service de gériatrie, Rennes, France <sup>2</sup> Univ Rennes, CHU Rennes, Living Lab Vieillessement et Vulnérabilités, Rennes, France; Univ Rennes, CNRS, CHU Rennes, ARENES - UMR 6051, INSERM, CIC 1414, Rennes, France <sup>3</sup> Living Lab Aging and vulnerability, CHU Rennes, Rennes, France <sup>4</sup> Univ Rennes, CNRS, CHU Rennes, ARENES - UMR 6051, INSERM, CIC 1414, Rennes, France; Univ Rennes, CNRS, Inserm, CIC 1414, Arènes - UMR 6051, RSMS – U 1309, Rennes, France

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Background

Workplace violence is frequent, especially in long-term care, but often unreported.

### Aims

The aim of this study is to identify workers experiences and coping strategies when they face physical aggression from residents and assess the value of incident reports for violence follow-up.

### Methods

This mixed method study is based on incident reports collected over 3 years from two different long-term care geriatric facilities in France and thematic analysis of 20 semi-structured interviews of nurses and nursing assistants.

### Results

The reported frequencies of physical aggression among respondents range from none to daily aggression. Only 76 incident reports were submitted. Aggressions were under-reported by caregivers who often felt guilty for not having avoided them. Coping strategies included banalization and seeking support from colleagues. Incident reports can constitute a warning signal for the management team but are not a reliable tool for workplace violence follow-up.

### Conclusions

Our study emphasizes the complexity of workplace violence prevention in long-term care settings. Proposals can be formulated to train and support caregivers, but a shift from a task-oriented organisation to a patient-centred approach seems necessary to reduce violence.

### Implications for Nursing Management

Situations to be reported should be better defined, aggression reporting encouraged and judgmental attitudes toward reports discouraged.

---

Document 43 of 74

## Do nurses receive any support following incidents of workplace violence? A qualitative study

Dafny, Hila Ariela <sup>1</sup>

; Chamberlain, Diane <sup>1</sup>

; Parry, Yvonne Karen <sup>1</sup>

; Beccaria, Gavin <sup>2</sup>

<sup>1</sup> College of Nursing and Health Sciences, Caring Futures Institute, Flinders University, Adelaide, South Australia, Australia <sup>2</sup> School of Psychology and Wellbeing, Faculty of Health Engineering and Sciences, University of Southern Queensland, Toowoomba, Queensland, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

We aim to investigate nurses' perceptions of support after incidences of Workplace Violence.

### Background

Nurses experience workplace violence daily. Adequate support following incidents of violence can reduce adverse impacts. Current support systems for coping with workplace violence are lacking.

### Methods

Focus group interviews were conducted with 23 nurses working in a regional Queensland Hospital. Qualitative data was transcribed and thematically analyzed to determine themes. The consolidated criteria for reporting qualitative research checklist was followed.

### Results

The primary source of support after a violent incident was from other nurses. Support was needed immediately to empower nurses to be able to continue their caring role. Often the support was not provided nor were nurses aware of the support services available. Although personal family and friends were a valuable support, most nurses were reluctant to disclose their experiences to protect them.

### Conclusions

This paper discusses nurses' experience of support following violence incidents at work as part of findings from a more extensive study that explored the perceptions of nurses regarding violence, strategies and support in a regional Queensland Hospital. Hospital support following a violent incident was perceived as inadequate and nurses felt unsupported immediately following an incident.

### Implications for Nursing Management

After an incidence of workplace violence, appropriate effective support may mitigate the enduring impacts of experiencing violence. There is the need for hospital management to provide effective support services and improve staff awareness of available support services.

---

Document 44 of 74

# Violence and abuse against nurses in Saudi Arabia: A narrative review

Aljohani, Khalid A <sup>1</sup>

<sup>1</sup> Community Health Nursing Department, College of Nursing, Taibah University, Medina, Saudi Arabia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

## **Aim**

To explore recent workplace violence literature against nurses in Saudi Arabia in terms of prevalence, contributing factors and recommendations for prevention.

## **Background**

Workplace violence in healthcare settings is a growing concern and efforts to provide nurses with optimum protection against workplace violence are challenged by multifaceted contributing factors.

## **Method**

A systematic search strategy was employed to search workplace violence studies in the Saudi context in PubMed, ProQuest and Google Scholar. A narrative analysis was performed on peer-reviewed articles published in English between 2011 and 2021.

## **Findings**

Issues related to the prevalence of nursing workplace violence before and after the Saudi government's healthcare workers protection act, measurement and monitoring issues, contributing factors and interventions for mitigating workplace violence are explored.

## **Conclusion**

There was inflation of quantitative descriptions of workplace violence on the account of qualitative approaches to understand the phenomenon. Workplace violence has decreased since the introduction of the Saudi government's legislative act in 2018. Overcrowding, miscommunication, and unmet patient needs were the factors most frequently contributing to workplace violence.

## **Implications for nursing management**

Healthcare organizations should enhance workplace violence reporting systems and provide interpreters to support international nurses' communication with Saudi patients and families. Nurses need to be trained in workplace violence-related policies and procedures.

---

Document 45 of 74

# Preventing intimate partner violence among foreign-born Latinx mothers through relationship education during nurse home visiting

Li, Qing <sup>1</sup>

; Riosmena, Fernando <sup>2</sup>

; Valverde, Patricia A <sup>3</sup>

; Zhou, Shuo <sup>4</sup>

; Amura, Claudia <sup>5</sup>

; Peterson, Kerry A <sup>5</sup> ; Palusci, Vincent J <sup>6</sup>

; Feder, Lynette <sup>7</sup>

<sup>1</sup> School of Public Health, San Diego State University, San Diego, California, USA <sup>2</sup> Population Program and Geography Department, University of Colorado Boulder, Boulder, Colorado, USA <sup>3</sup> Latino Research and Policy Center, Colorado School of Public Health, University of Colorado Anschutz Medical Campus, Aurora, Colorado, USA <sup>4</sup> Department of Community and Behavioral Health, Colorado School of Public Health, University of Colorado Anschutz Medical Campus, Aurora, Colorado, USA <sup>5</sup> College of Nursing, University of Colorado Anschutz Medical Campus, Aurora, Colorado, USA <sup>6</sup> Grossman School of Medicine, New York University, New York, New York, USA <sup>7</sup> Department of Criminal Justice, University of Central Florida, Orlando, Florida, USA

## ABSTRACT (ENGLISH)

### Aims

This study aimed to examine the effectiveness of an augmented home visiting programme in preventing intimate partner violence among Latinx mothers by nativity.

### Background

Intimate partner violence diminishes home visit programmes' effectiveness. Immigrant Latinx mothers are especially vulnerable and need culturally tailored prevention.

### Methods

We performed secondary analyses of 33 US-born and 86 foreign-born Latinx mothers at baseline and 1- and 2-year follow-up in a longitudinal randomized controlled trial of the Nurse-Family Partnership programme augmented with nurse-delivered *Within My Reach* relationship education curriculum and violence screening and referrals in Oregon. We estimated proportional odds models via generalized estimating equations on total physical and sexual victimization and/or perpetration forms (an ordinal variable), adjusting for intervention, wave, age and education.

### Results

The intervention–nativity interaction was not significant ( $p = .953$ ). Foreign-born status was associated with lower reported violence at baseline (adjusted odds ratio: 0.29, 95% confidence interval: 0.13–0.67,  $p = .004$ ). This association was marginally significant at 1-year follow-up (0.43, 0.17–1.08,  $p = .072$ ) and not significant at 2-year follow-up (0.75, 0.33–1.67,  $p = .475$ ).

### Conclusions

This augmented programme was not effective for Latinx mothers by nativity. Their nativity gap diminished over time.

### Implications for Nursing Management

Nursing leaders should support culturally tailored home visiting programmes to detect and prevent intimate partner violence affecting Latinx immigrants.

Clinical Trial Registration: This study is registered at [www.clinicaltrials.gov](http://www.clinicaltrials.gov) NCT01811719. The full trial protocol can be accessed at <https://clinicaltrials.gov/ct2/show/NCT01811719>.

---

Document 46 of 74

# Nursing students' perceptions of identifying and managing sex trafficking cases: A focus group study

Carmen Ropero-Padilla <sup>1</sup>

; Miguel Rodriguez-Arrastia <sup>1</sup>

; Guadalupe Molina-Torres <sup>2</sup>

; Verónica V Márquez-Hernández <sup>3</sup>

; Lorena Gutiérrez-Puertas <sup>2</sup>

; Gabriel Aguilera-Manrique <sup>3</sup>

; M<sup>a</sup> Carmen Rodríguez-García <sup>2</sup>

; Roman, Pablo <sup>4</sup>

<sup>1</sup> Faculty of Health Sciences, Pre-Department of Nursing, Jaume I University, Castellon de la Plana, Spain; Research Group CY5, Faculty of Health Sciences, Jaume I University, Castellon de la Plana, Spain <sup>2</sup> Faculty of Health Sciences, Department of Nursing Science, Physiotherapy and Medicine, University of Almeria, Almeria, Spain <sup>3</sup> Faculty of Health Sciences, Department of Nursing Science,

Physiotherapy and Medicine, University of Almeria, Almeria, Spain; Research Group CTS-451 Health Sciences, University of Almeria, Almeria, Spain <sup>4</sup> Faculty of Health Sciences, Department of Nursing Science, Physiotherapy and Medicine, University of Almeria, Almeria, Spain; Research Group CTS-451 Health Sciences, University of Almeria, Almeria, Spain; Health Research Centre, University of Almeria, Almeria, Spain

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To explore nursing students' perceptions of the identification and medical care of sex trafficking victims and how to improve the care provided based on the identified barriers.

### Background

Despite the fact that more than 87% of sex trafficking victims establish contact with health professionals, their lack of awareness and training hinders their ability to assist victims properly.

### Methods

A descriptive qualitative study was carried out using 11 focus groups of nursing students after a simulated case of sex trafficking victim. The analysis of results was conducted through content analysis.

### Results

A total of 110 fourth-year nursing students participated in this study. After performing the data analysis, three main categories emerged: (i) making a health issue visible, (ii) identifying sex trafficking victims: resources based on evidence-based practice, and (iii) educational resources on sex trafficking in nursing degree.

### Conclusions

Our results show that through clinical simulation, integrating content regarding the medical care of vulnerable groups can be useful for developing the skills necessary to provide effective care from a trauma-informed approach.

### Implications for nursing management

Health institutions, senior charge nurses, and other health service managers should be aware of the current need for sex trafficking training, structural-level changes, and updated evidence-based guidelines and protocols with other service providers and law enforcement to provide high-quality care.

---

Document 47 of 74

# Does abusive supervision lead nurses to suffer from workplace violence? A cross-sectional study

Shu-e Zhang <sup>1</sup>

; Wang, Juan <sup>1</sup> ; Liu, Li <sup>2</sup> ; De-xin Meng <sup>3</sup> ; Hong-ni Wang <sup>4</sup> ; Zhao, Xin <sup>4</sup> ; Xiao-he Wang <sup>4</sup> ; Liu, Bei <sup>5</sup> ; De-pin Cao <sup>1</sup> ; Sun, Tao <sup>4</sup>

<sup>1</sup> Department of Health Management, School of Health Management, Harbin Medical University, Harbin, China <sup>2</sup> Department of Social Medicine, School of Public Health, China Medical University, ShengYang, China <sup>3</sup> Department of Administration, Second Affiliated Hospital of Harbin Medical University, Harbin, China <sup>4</sup> Department of Health Management, School of Medicine, Hangzhou Normal University, Hangzhou, China <sup>5</sup> Department of Inspection, School of Public Health, Peking University, Beijing, China

## ABSTRACT (ENGLISH)

### Aim

This study aimed to (1) assess the current status of Chinese nurses' exposure to workplace violence; (2) identify the cluster of interrelationships between abusive supervision, anxiety and depression symptoms, work ability, and workplace violence in nursing settings; and (3) clarify the functional mechanism among these variables.

### Methods

A cross-sectional survey was conducted online from September to October 2020 in China. A total of 1,221 valid questionnaires were collected across 100 cities in 31 provinces.

### Results

Approximately 67.57% of participants experienced workplace violence in the past one year, in the types of verbal violence (59.71%), made difficulties (43.16%), mobbing behaviour (26.70%), smear reputation (22.52%), physical violence (11.30%), intimidating behaviour (10.16%) and sexual harassment (4.10%), respectively. Moreover, nurses' exposure to workplace violence was significantly and positively influenced by the perceptions of abusive supervision ( $\beta = 0.209, p < .01$ ) and the symptoms of anxiety and depression ( $\beta = 0.328, p < .01$ ). Anxious and depressive symptoms partly mediated the association between abusive supervision and workplace violence, which were significantly moderated by work ability ( $\beta = -0.021, p < .05$ ).

### Conclusions

Our study assesses the prevalence of the seven types of workplace violence against Chinese nurses. Majority of nurses have experienced different types of workplace violence. Nurses who are abused by their supervisor are more likely to develop poor psychological health than those who are not. Moreover, nurses' positive association of abusive supervision with workplace violence is more notable among nurses with lower work ability.

### Implications of Nursing Management

'No abusive supervision, no workplace violence'. A harmonious nursing environment needs to be provided to minimize exposure to workplace violence and mental health threats towards nursing staff, which is a key point for hospital administrators and health policymakers. Essential work ability should be developed to reduce the damage of the abusive supervision and workplace violence against nurses.

---

Document 48 of 74

# The impact of the second victim's experience and support on the career success of psychiatric nurses: The mediating effect of psychological resilience

Xu, Hua <sup>1</sup>

; Cao, Xiang <sup>1</sup>; Quan-Xiang Jin <sup>1</sup>; Rui-Shi Wang <sup>1</sup>; Yan-Hong Zhang <sup>2</sup>

; Zhao-Hong Chen <sup>1</sup> <sup>1</sup> Department of Adult Psychiatry, the Affiliated Brain Hospital of Nanjing Medical University, Nanjing, China <sup>2</sup> Department of Nursing, the Affiliated Brain Hospital of Nanjing Medical University, Nanjing, China



## ABSTRACT (ENGLISH)

### Aims

We explored the mediating role of psychological resilience in the experience and support of psychiatric nurses as the second victims and their career success.

### Background

Psychiatric nurses, as the primary victims of workplace violence, experience physical and psychological distress, which leads to high resignation rate and job burnout. However, not much is known about the mediating role of psychological resilience between the second victims of workplace violence and their career success.

### Methods

A cross-sectional study was conducted among 683 psychiatric nurses. The participants were scored according to the Chinese career success scale, Chinese version of the psychological resilience scale for nurses and Chinese version of the second victim experience and support tool. The *t*-test and one-way analysis of variance were used to compare the factors affecting career success.

### Results

Career success scores differed among nurses of different ages having different employment forms, role and working years ( $p < .05$ ). Mediating effect analysis revealed that psychological resilience played a full mediating role in the experience and support of second victims and their career success.

### Conclusion

Psychological resilience-based interventions should be developed to improve the psychological adjustment ability of psychiatric nurses and to strengthen their career success.

### Implications for Nursing Management

Nursing managers should create more opportunities and a harmonious working environment and enhance the management system for dealing with workplace violence.

---

Document 49 of 74

## Incidence of workplace violence against nurses among Chinese hospitals: A meta-analysis

Liu, Xin <sup>1</sup> ; Yang, Haojie <sup>1</sup> ; Yule Hu <sup>1</sup> ; Zhou, Yanjun <sup>1</sup> ; Wang, Jiahong <sup>1</sup> ; Dong, Lili <sup>1</sup> ; Zhang, Min <sup>2</sup> ; Liang, Tao <sup>1</sup>

<sup>1</sup> School of Nursing, Chinese Academy of Medical Sciences & Peking Union Medical College, Beijing, China <sup>2</sup> Department of Occupational Health, School of Population Medicine and Public Health, Chinese Academy of Medical Sciences & Peking Union Medical College, Beijing, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

To explore the incidence of workplace violence against nurses in Chinese hospitals.

### Background

Previous systematic reviews on the incidence of workplace violence against Chinese health care workers did not include many articles published in Chinese. Although several studies have investigated cases of violence against health care providers in China, no meta-analysis has been conducted to assess the incidence of violence against Chinese nurses.

### Evaluation

In this study, relevant data were retrieved from studies published up to July 2020. A meta-analysis was conducted using R software (Version 4.0).

### **Key findings**

The 12-month incidence of workplace violence among Chinese nurses was 71% (95% CI 67%–75%), and verbal violence was the most common sub-type of violence (63%, 95% CI 58%–67%).

### **Conclusion**

Chinese nurses are at a high risk of violence at workplace. Hospital managers should explore ways to reduce violence against their employees, especially the younger nurses who work in secondary hospitals.

### **Implications for Nursing Management**

The findings of this study highlight the need to enhance the legal system in terms of laws meant to effectively mitigate violence against nurses in Chinese hospitals. Measures should be particularly taken to protect younger nurses who work in secondary hospitals.

---

Document 50 of 74

# Effect of shift work on fatigue, reaction time and accuracy of nurses in the Department of Neurology: A cross-sectional observational study

An, Ran <sup>1</sup> ; Cheng, Li <sup>1</sup> ; Ai, Shaolong <sup>1</sup> ; Wu, Yuan <sup>1</sup> ; Luo, Xi <sup>2</sup> ; Li, Xin <sup>2</sup> ; Xu, Yanming <sup>2</sup> ; He, Chengqi <sup>1</sup>

<sup>1</sup> Department of Rehabilitation Medicine, West China Hospital, Sichuan University/Key Laboratory of Rehabilitation Medicine in Sichuan Province, Chengdu, China <sup>2</sup> Department of Neurology, West China Hospital, Sichuan University, Chengdu, China

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aims**

The purpose of our study was mainly to explore the effect of different shift work on cognitive and executive performance in a real clinical environment among nurses from China.

### **Background**

Working in shifts can disrupt circadian rhythm, resulting in reduced sleep duration, which can have a detrimental effect on cognitive function. To provide continuous service for patient care, shift work is often a special requirement for nurses. The Stroop test can be used to measure selective attention and reaction time during executive function. However, there have been limited studies about the effect of shift work on the cognitive performance of nurses by Stroop tests. Additionally, no study has been conducted in nurses working in shifts from China.

### **Methods**

Registered nurses in general ward, Department of Neurology, from West China Hospital of Sichuan University, were eligible and consecutively included if they were simultaneously responsible for the day, evening and night shifts on the shift work schedule. A fatigue questionnaire and Stroop tests were performed for each subject separately before and after three working shifts (morning, evening and night shift) to measure changes in fatigue, reaction time and accuracy.

### **Results**

Eighteen registered nurses (4 males and 14 females) were included in our study, with a median age of 25 years old. The fatigue degree was significantly increased after day and evening shifts ( $p=.015$  and  $<.001$ , respectively).

Compared with those in the preshifts, the reaction time in the neutral task and incongruent task was significantly quicker after the day shift ( $p=.001$ ,  $p<.001$ ) and night shift ( $p=.008$ ,  $.019$ ). In contrast, the reaction time after the evening shift was mildly increased, although without significance. There was no significant difference in accuracy among the three different working shifts. In addition, there was a negative correlation between the fatigue score and reaction time on the incongruent task in the Stroop test before the day shift ( $r=-.542$ ,  $p=.020$ ). The fatigue score in the postday shift was found to be inversely related to working hours in the daytime ( $r=-.500$ ,  $p=.034$ ).

### Conclusions

Our study showed that increased fatigue was found in nurses after day and evening shifts, and shift work can affect the reaction time after the evening shift. However, there was no significant difference in accuracy and a high level of attention could be maintained among the three working shifts, suggesting a highly developed sense of responsibility in our nurses.

### Implications for Nursing Management

In addition to focusing on the common adverse effects of evening or night shifts on nurses, fatigue in the day shift should be paid special attention to by the leadership in the nursing management. Also, nurse managers can implement specific strategies to reduce fatigue after the day shift by shortening the working hours in the daytime appropriately, setting rest periods in the day shift or dividing nurses into morning and afternoon shifts.

---

Document 51 of 74

# Association between work-related psychological empowerment and quality of nursing care among critical care nurses

Malak, Malakeh Z<sup>1</sup>; Abu Safieh, Ali M<sup>2</sup><sup>1</sup> Community Health Nursing, AL-Zaytoonah University of Jordan, Amman, Jordan<sup>2</sup> Adult Health Nursing, Faculty of Nursing, Al-Zaytoonah, University of Jordan; Ministry of Health, Amman, Jordan

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

This study aimed to examine the association between work-related psychological empowerment and quality of nursing care in Jordanian critical care nurses.

### Background

Nurses' work-related empowerment is the essential element to enhance nurses' quality of care. There are few studies about this area among critical care nurses.

### Methods

A cross-sectional design was used, and data were collected from critical care registered nurses ( $N=480$ ) from different health sectors.

### Results

The mean scores of work-related psychological empowerment and quality of nursing care were 5.22 ( $SD=0.92$ ) and 3.75 ( $SD=0.62$ ), respectively. The nurses had agreement level of psychological empowerment and very good level of quality of nursing care. There was a positive relationship between quality of nursing care and psychological empowerment.

### Conclusion

The need to enhance work psychological empowerment is necessary to improve quality of nursing care.

## Implication for Nursing Management

The results reflect the need for policy-makers and nursing managers to develop and implement strategies to promote psychological empowerment to provide high quality of nursing care among critical care nurses.

---

Document 52 of 74

# The influence of workplace incivility on the fatigue of female nurses: The mediating effect of engagement

Zhang, Di <sup>1</sup>

; Song, Huina <sup>2</sup>; Liu, Yuping <sup>3</sup>; Wang, Lulu <sup>4</sup>; Cui, Qi <sup>4</sup>; Liu, Li <sup>4</sup>; Liu, Chunli <sup>4</sup>; Li, Mengyao <sup>4</sup>; Wu, Hui <sup>4</sup>

<sup>1</sup> School of Medicine, Jiangsu University, Zhenjiang, China; School of Public Health, China Medical University, Shenyang, China <sup>2</sup> Third Medical Center, Chinese People's Liberation Army General Hospital, Beijing, China <sup>3</sup> The Affiliated Hospital of Xuzhou Medical University, Xuzhou, China <sup>4</sup> School of Public Health, China Medical University, Shenyang, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

To identify the associations of workplace incivility, engagement and fatigue among Chinese female nurses, and further explore whether engagement can play a mediating role.

### Background

Nurses are at a high risk of fatigue. However, no research has been done to examine the associations among nurses' workplace incivility, engagement and fatigue.

### Methods

The cross-sectional study was conducted in Jiangsu Province, China. Self-administered questionnaires were distributed to 1200 female nurses, including The Fatigue Scale, Workplace Incivility Scale, Gallup Workplace Questionnaire and demographic variables. Valid responses were obtained from 1035 (86.3%) of participants. Hierarchical multiple regression analysis was performed to examine the associations among workplace incivility, engagement and fatigue.

### Results

The mean fatigue score was  $6.54 \pm 3.07$ . Workplace incivility and engagement were related to fatigue ( $P < .01$ ). Engagement partly mediated the association between workplace incivility and fatigue ( $a*b = 0.086$ , bias-corrected 95% confidence interval [CI]: 0.059, 0.116;  $P < .01$ ), and the proportion of the mediating effect accounted for by engagement was 33.0%.

### Conclusion

Chinese female nurses suffered from high level of fatigue. The improvement of female nurses' engagement may be helpful to alleviate the impact of workplace incivility on fatigue.

### Implications for Nursing Management

Managers should reduce workplace incivility of female nurses by promoting engagement to reduce fatigue.

---

Document 53 of 74

# Distress, support and psychological resilience of psychiatric nurses as second victims after violence: A cross-sectional study

Xu, Hua <sup>1</sup>

; Cao, Xiang <sup>1</sup>; Quan-xiang Jin <sup>1</sup>; Rui-shi Wang <sup>1</sup>; Yan-hong Zhang <sup>2</sup>

; Zhao-hong Chen <sup>1</sup> <sup>1</sup> Department of Adult Psychiatry, The Affiliated Brain Hospital of Nanjing Medical University, Nanjing, China <sup>2</sup> Department of Nursing, The Affiliated Brain Hospital of Nanjing Medical University, Nanjing, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

The aim is to explore the impact of violence and psychological resilience on psychiatric nurses as second victims.

### Background

Workplace violence is a public health concern, seriously influencing medical staff's physical and mental health. However, few pieces of research have concentrated on psychiatric nurses as second victims.

### Method

The socio-demographic data, violence-related data, psychological resilience scale, the Chinese version of the Second Victim Experience and Support Tool were applied to conduct a cross-sectional survey on nurses from psychiatric hospitals. The multiple linear regression model identified significant variables associated with violence-related injury and resilience.

### Results

A total of 683 nurses completed the survey, of whom 88.3% were women. The average scores of the second victims' experience and support, support and distress were  $3.45 \pm 0.43$ ,  $3.71 \pm 0.57$  and  $3.19 \pm 0.67$ , respectively. Physical violence, psychological violence, psychological influence and nursing work environment were positively correlated with the experience and support of the second victims, and innocuous violence was a negative factor, which explains 20.6% of the variation. Moreover, physical injury, nursing work environment, resilience restructuring, physical violence, psychological violence, psychological impact and disagreement about the existence of violence explained 14.8% of the distress. The innocuous violence, psychological violence and nursing work environment explained 46.2% of the support.

### Conclusions

Our findings suggest that nurses who are second victims after the violence mainly suffer from severe psychological distress and receive the least support for the same.

### Implication for nursing management

The study provides clues to help nursing managers' emphasis on the distress and support of second victims and provides targeted intervention based on the relevant factors and these results. The article is a cross-sectional study of psychiatric nurses, which has been approved by the ethics committee of the hospital before the survey. All the nurses who participated in the survey have been informed and agreed.

# Resilience and job satisfaction among out-of-hospital emergency medical service professionals: A cross-sectional multi-centric study

Susana Mantas-Jiménez <sup>1</sup>

; Maria Teresa Lluch-Canut <sup>2</sup>

; Juan Roldán-Merino <sup>3</sup>

; Glòria Reig-Garcia <sup>1</sup>

; Dolors Juvinyà-Canal <sup>4</sup>

<sup>1</sup> University of Girona (Girona), Girona, Spain <sup>2</sup> Department of Psychosocial and Mental Health, School of Nursing, Faculty of Medicine and Health Sciences, University of Barcelona, Barcelona, Spain; Research Group GEIMAC (Consolidated Group 2014-1139: Group of Studies of Invarianza of the Instruments of Measurement and Analysis of Change in the Social and Health Areas) (Barcelona), Research Group GIRISAME (International Researchers Group of Mental Health Nursing Care), Madrid, Spain <sup>3</sup> Research Group GEIMAC (Group Consolidat 2014-1139: Grupo de Estudios de Invarianza de los Instrumentos de Medida y Análisis del Cambio en los Ámbitos Social y de la Salud), Barcelona, Spain; Research Group GIRISAME (International Researchers Group of Mental Health Nursing Care), Barcelona, Spain; Campus Docent Sant Joan de Déu-Fundació Privada, School of Nursing, University of Barcelona, Barcelona, Spain <sup>4</sup> University of Girona (Girona), Girona, Spain; Department of Health Promotion, University of Girona (Girona), Girona, Spain

[ProQuest document link](#)

## ABSTRACT (ENGLISH)

### Aim

We aim to describe the relationship between job satisfaction and compare levels of resilience among out-of-hospital emergency medical service professionals.

### Background

The study of the impact of the working environment on health professionals has raised great interest. Job-related variables and resilience can be a protective factor against stressful and demanding events at work.

### Methods

A cross-sectional survey comprising sociodemographic and job-related variables was conducted among 406 workers (doctors, nurses, psychologists, and ambulance technicians) from the out-of-hospital emergency medical system in Spain. Resilience was self-reported using the Connor-Davidson Resilience Scale.

### Results

Nursing professionals were less resilient compared with ambulance technicians (score difference 1.709,  $p=.008$ ). As age increased, resilience was lower ( $r=-.118$ ). Professionals with higher resilience scores were more satisfied in their work (OR=1.06, 95% CI: 1.02–1.11), and professionals with higher psychological strength, gained from working with other colleagues, also showed greater job satisfaction (OR=5.47, 95% CI: 2.55–11.73).

### Conclusion

There was a positive association between resilience, job satisfaction and collaborative work. Professionals with greater psychological strength, gained from working with other colleagues, also showed higher levels of job satisfaction.

### Implications for Nursing Management

Managers can use these results to influence the work environment to enhance job satisfaction and hence improve the resilience of the out-of-hospital emergency health care professionals.

# Nurse leaders' resilience and their role in supporting nurses' resilience during the COVID-19 pandemic: A scoping review

Sihvola, Saija <sup>1</sup>

; Kvist, Tarja <sup>1</sup>

; Nurmeksela, Anu <sup>1</sup>

<sup>1</sup> Department of Nursing Science, Faculty of Health Sciences, University of Eastern Finland, Kuopio Campus, Kuopio, Finland

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To explore nurse leaders' resilience and their role in supporting nurses' resilience during the COVID-19 pandemic.

### Background

The COVID-19 pandemic has challenged health care systems on a global level. Nurse leaders are tasked with ensuring high-quality care, even during crises, which requires active problem-solving and confidence in the future—resilience from leaders.

### Method

A scoping review was conducted using inductive thematic analysis and the PCC (Participants, Concept, Context) framework. The PubMed, Scopus, CINAHL, and PsycINFO databases, as well additional studies and grey literature, were searched from December 2019 to June 2021.

### Results

The review included 12 studies. Nurse leaders' self-awareness, self-reflection, and coping strategies described their resilience during the pandemic. A relational leadership style, supportive and safe work environment, and adequate communication were found to support nurses' resilience.

### Conclusions

There is scarce research concerning nurse leaders' resilience during the COVID-19 pandemic. Future research needs to address nurse leaders' personal resilience due to the link with nurses' resilience.

### Implications for Nursing Management

A healthy work environment is essential for nurses' resilience. During crises, nurse leaders should adopt relational leadership styles and actively interact with nursing staff.

---

# 'Gender' in workplace bullying: A phenomenological study on nurses

Akella, Devi <sup>1</sup>

; Seay, Earnell <sup>1</sup> <sup>1</sup> School of Business, Albany State University, Albany, GA, USA

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

This paper adopts a gender role socialization theoretical lens to analyze how different types of bullying techniques are heavily influenced by indirect passive aggression strategies usually considered normal 'women's behavior'.

### Background

Workplace bullying as an organisational phenomenon has so far been examined within gender-neutral parameters. This study tries to overcome this existing lacuna within the literature on gender and workplace bullying.

### Method

The study integrates dialectical phenomenology and in-depth interviews with nine nurses from the nursing field to examine the gendered nature of workplace bullying.

### Results

The empirical data reveals that it is possible to interpret workplace bullying as an acceptable practice due to certain societal and cultural conditioning of women, thereby hindering the ability of management to combat and condone it within the health care sector effectively.

### Conclusion

This study widens perspectives pertaining to power, control, gender and workplace bullying. Insights are provided on how bullying techniques are similar to passive aggressive techniques used by females rendering bullying an integral feature of the nursing profession despite its negative outcomes.

### Implications for nursing management

It might be challenging to erase workplace bullying from the nursing field because of its gendered implications, raising serious ethical considerations for the health care system.

---

Document 57 of 74

## Factors influencing posttraumatic growth among nurses caring for COVID-19 patients: A path analysis

Ju Young Yim <sup>1</sup>

; Kim, Jung A <sup>2</sup>

<sup>1</sup> Department of Nursing, Graduate School, Hanyang University, Seoul, South Korea; Nursing Department, Seoul National University Hospital, Seoul, South Korea <sup>2</sup> School of Nursing, Hanyang University, Seoul, South Korea

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)



## Aims

Based on Calhoun and Tedeschi's posttraumatic growth model, this study aimed to establish a path model of posttraumatic growth among nurses who provided care for coronavirus disease 2019 (COVID-19) patients and to examine the associations between the relevant variables.

## Background

There are increasingly many studies examining the psychological health status of nurses caring for patients on the front lines of COVID-19. However, research results showing the effects of various variables affecting nurses' posttraumatic growth through positive psychological transformation are insufficient.

## Methods

This cross-sectional study was based on a sample of 229 nurses who cared for COVID-19 patients for more than 1 month in South Korea from April to May 2021.

## Results

The fitness of the modified path model ( $\chi^2=1.380$ ,  $p=.502$ , GFI=0.99, CFI=1.00, NFI=0.99, RMSEA=0.00 and TLI=1.01) was higher than that of the hypothesis path model ( $\chi^2=124.133$ ,  $p<.001$ , GFI=0.85, CFI=0.66, NFI=0.65, RMSEA=0.36 and TLI=0.15). Deliberate rumination had directly influenced posttraumatic growth and posttraumatic stress disorder and social support had a direct and indirect effect on posttraumatic growth. Self-disclosure indirectly influenced posttraumatic growth through deliberate rumination but was not significant.

## Conclusions

In order to improve posttraumatic growth of nurses caring for COVID-19 patients, it is necessary to provide and support opportunities for self-disclosure.

## Implication for Nursing Management

The results of this study can help institutions and nurse managers comprehensively understand the factors affecting posttraumatic growth of nurses caring for COVID-19 patients in the front lines and determine basic strategies based on the importance of these factors.

---

Document 58 of 74

# Chinese nurses' innovation capacity: The influence of inclusive leadership, empowering leadership and psychological empowerment

Zhang, Siai <sup>1</sup>

; Liu, Yanhui <sup>2</sup>

; Li, Ge <sup>3</sup>; Zhang, Zhengtao <sup>1</sup>; Tiane Fa <sup>4</sup> <sup>1</sup> Graduate School, Tianjin University of Traditional Chinese Medicine, Tianjin, China <sup>2</sup> School of Nursing, Tianjin University of Traditional Chinese Medicine, Tianjin, China <sup>3</sup> Public Health Science and Engineering College, Tianjin University of Traditional Chinese Medicine, Tianjin, China <sup>4</sup> Nursing Department, Tianjin Chest Hospital, Tianjin, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To explore the relationships between inclusive leadership, empowering leadership, nurses' perceived psychological empowerment and nurses' innovation capacity.

### Background

Innovation capacity is essential for nurses to adapt to the changing health care environment. However, the current knowledge of nurses' innovation capacity and its' relationships between inclusive leadership, empowering leadership and psychological empowerment, is limited.

#### **Methods**

A cross-sectional survey using a convenience sample was conducted among 1355 nurses in 10 hospitals in Tianjin, China. The data were analysed by correlation analysis, univariate analysis and PROCESS macro.

#### **Results**

High inclusive leadership, empowering leadership and high psychological empowerment were associated with high innovation capacity. The total effect of inclusive leadership and empowering leadership on innovation capacity through psychological empowerment was significant, with their indirect effects accounting for 69.19% and 61.29% of the total effect, respectively.

#### **Conclusions**

To cultivate nurses' innovation capacity, the development of inclusive leadership, empowering leadership and psychological empowerment is important.

#### **Implications for nursing management**

This research highlights the importance of inclusive leadership and empowering leadership to foster nurses' innovation capacity. Understanding the mediating role of psychological empowerment is expected to help nurse managers develop relevant intervention strategies to cultivate nurses' innovation capacity.

---

Document 59 of 74

# How workplace violence correlates turnover intention among Chinese health care workers in COVID-19 context: The mediating role of perceived social support and mental health

Yang, Yinmei <sup>1</sup>

; Wang, Peigang <sup>1</sup>; Mohammedamid Osman Kelifa <sup>1</sup>; Wang, Bo <sup>2</sup>; Liu, Mingxiu <sup>3</sup>; Lu, Lili <sup>4</sup>; Wang, Wei <sup>5</sup> <sup>1</sup> School of Health Sciences, Wuhan University, Wuhan, China <sup>2</sup> Department of Population and Quantitative Health Sciences, University of Massachusetts Medical School, Worcester, MA, USA <sup>3</sup> School of Nursing, Hubei University of Medicine, Shiyan, China <sup>4</sup> Department of Gastroenterology, the Affiliated Hospital of Xuzhou Medical University, Xuzhou, China <sup>5</sup> School of Public Health, Xuzhou Medical University, Xuzhou, China

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

To elucidate the effects of workplace violence on turnover intention among Chinese health care workers, and to identify the potential mediators in this relationship.

### **Background**

Workplace violence has emerged as a crucial determinant of turnover intention for health care workers.

### **Methods**

A cross-sectional survey was conducted among Chinese health care workers ( $N = 1,063$ ) between 13 and 20 February 2020. Mediation effects were tested using structural equation modelling with weighted least squares mean

and variance adjusted (WLSMV) estimator.

### Results

Workplace violence had both direct and indirect effects on turnover intention among Chinese health care workers. Specifically, perceived social support, mental health and perceived social support together with mental health partially mediated the relationship between workplace violence and turnover intention.

### Conclusions

Chinese health care workers experiencing violence during the COVID-19 outbreak were more likely to report turnover intention. Enhancing social support and reducing mental health problems would be beneficial in decreasing the detrimental effects of workplace violence on turnover intention.

### Implications for Nursing Management

Ensuring health care workers' health and safety is vital in reducing turnover intention, which in turn ascertains continuity of health care delivery. Health care managers should develop targeted interventions to improve social support and prevent post-violence mental health problems.

---

Document 60 of 74

# Nurse-to-nurse horizontal violence in Chinese hospitals and the protective role of head nurse's caring and nurses' group behaviour on it: A cross-sectional study

Xiao, Peng <sup>1</sup>

; Gan, Yong <sup>2</sup>; Zeng, Qingsong <sup>3</sup>; Xiong, Lijuan <sup>4</sup>; Zhang, Fengjian <sup>5</sup>; Han, Xiong <sup>4</sup>; Chang, Hongwei <sup>5</sup>; Chen, Yuqin <sup>5</sup>; Guan, Chunyan <sup>6</sup>; Wang, Jieyu <sup>4</sup>  
; Liu, Yilan <sup>4</sup>

<sup>1</sup> Department of Nursing, Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China; School of Nursing, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China <sup>2</sup> School of Public Health, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China <sup>3</sup> Department of Obstetrics and Gynecology, Jingzhou No. 1 People's Hospital and First Affiliated Hospital of Yangtze University, Jingzhou, China <sup>4</sup> Department of Nursing, Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China <sup>5</sup> School of Nursing, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China <sup>6</sup> Otolaryngology Department, Union Hospital, Tongji Medical College, Huazhong University of Science and Technology, Wuhan, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

This study aimed to analyse the prevalence of nurse-to-nurse horizontal violence in Chinese hospitals and examine the effects of head nurse's caring and nurse's group behaviour on horizontal violence.

### Background

Horizontal violence is a serious global problem affecting the nursing profession, but little is known of the issue in Chinese hospitals. Increasing evidence has showed that leadership and group factors are important in facilitating

horizontal violence. Whether the head nurse's caring and group behaviour perceived by nurses has protective effects against horizontal violence remains unclear.

### Methods

A cross-sectional online-based questionnaire study was performed in seven general hospitals in Hubei Province, China. Data related to the demographic information, horizontal violence, head nurse's caring and group behaviour were collected. Descriptive analyses, chi-squared tests and logistic regression were used for data analysis.

### Results

In total, 1942 valid questionnaires were collected, with a 92.70% effective response rate (1942/2095). Of those, 59.1% (1148/1942) of respondents had experienced horizontal violence at least once in the previous 6 months. Covert negative behaviours were more frequently reported. Compared with the low level, moderate and high levels of the head nurse's caring showed a lower risk of horizontal violence (odds ratio [OR]=0.400,  $p<.001$ ; OR=0.128,  $p<.001$ ); moderate and high levels of group behaviour also showed a reduced risk (OR=0.601,  $p<.001$ ; OR=0.221,  $p<.001$ ).

### Conclusion

Horizontal violence is common among Chinese nurses. The head nurse's caring and maintaining a good climate of nurses' group behaviours could serve as protective factors for preventing horizontal violence.

### Implications for Nursing Management

This study helps nursing managers identify which specific negative behaviours occur frequently and require special attention. It suggests that nursing managers attach importance to improving their caring ability towards nurses and to creating an amicable climate of group behaviour to buffer against horizontal violence.

---

Document 61 of 74

# Australian nurses' suggestions for the management of violence in the workplace: 'The people who make the policy are not the people on the floor'

Dafny, Hila Ariela<sup>1</sup>; Muller, Amanda<sup>2</sup>

<sup>1</sup> College of Nursing and Health Sciences, Flinders University, Bedford Park, SA, Australia; School of Nursing and Midwifery, Faculty of Health, Engineering and Sciences, University of Southern Queensland, Toowoomba, Qld, Australia <sup>2</sup> College of Nursing and Health Sciences, Flinders University, Bedford Park, SA, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim(s)

To ascertain nurses' perceptions about, and suggestions for, management solutions to workplace violence perpetrated by patients.

### Background

Violence towards nurses from patients in the workplace is high in Australia. There is a need for good management responses, and experienced nurses can provide logistical suggestions about effective strategies.

### Method(s)

This study uses an exploratory qualitative design. Focus group interviews were undertaken with 23 nurses working in a regional public hospital in Queensland, Australia. The COREQ research reporting checklist was followed, and the qualitative data were transcribed and thematically analysed manually and by *NVivo*.

## Results

Policy implementation, training, staff movement, seclusion, debriefing and a full reporting cycle were identified as central themes. Workplace violence management happens before, during and after a violent event.

## Conclusion(s)

Weak processes undermine management; staff training on de-escalation is needed. Affected staff need freedom to move from the ward. Better medical orders should be in place before an event. A full debriefing and feedback cycle are required, along with easier reporting processes.

## Implications for Nursing Management

Nursing management can reduce violence by ensuring better institutional support, consistent follow-up and complete feedback procedures. Legal support, follow-up mechanisms and staff training in de-escalation are key points.

---

Document 62 of 74

# Australian nurses' perceptions about workplace violence management, strategies and support services

Dafny, Hila A <sup>1</sup>

; Beccaria, Gavin <sup>2</sup>

; Muller, Amanda <sup>1</sup>

<sup>1</sup> College of Nursing and Health Sciences, Flinders University, Bedford Park, South Australia, Australia

<sup>2</sup> School of Psychology and Counselling, Faculty of Health Engineering and Sciences, University of Southern Queensland, Toowoomba, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

This study ascertained nurses' perceptions about workplace violence management, strategies and support services.

### Background

Nurses regularly encounter verbal and physical violence in their workplace. Workplace violence has long-term consequences on nurses' personal lives and professional work ability. However, more needs to be known about nurses' perceptions of violence management and interventions used.

### Methods

Ninety-eight nurses from a regional public hospital in Queensland, Australia, completed a survey about workplace violence. Nurses worked in the Emergency Department, Intensive Care Unit or Mental Health Department.

### Results

Ninety-five per cent of nurses stated that all violence should be reported, but 18% would take no action, and 22% would not complete an incident form. Perceptions and preferred responses differed for verbal and physical violence. Low-level interventions and aggression management training were preferred by nurses. Nearly all nurses felt that they should be involved in the development of workplace violence policies.

### Conclusions

Nurses rate aggression management training highly, and they desire more input into violence policies. The under-reporting of violent incidents remains an issue for future management.

### Implications for nursing management

Understanding nurses' perceptions of workplace violence management enables the identification of gaps when applying policy and adopting practical approaches to reduce the incidence and severity of workplace violence.

---

Document 63 of 74

# Comparing workplace violence among nurses and other professionals using online articles: A social network analysis

Hong, Soyun <sup>1</sup>

; Kim, Heejung <sup>2</sup>

; Cha, Myeongseop <sup>3</sup>

<sup>1</sup> College of Nursing and Brain Korea 21 FOUR Project, Yonsei University, Seoul, Republic of Korea <sup>2</sup> College of Nursing and Mo-Im Kim Nursing Research Institute, Yonsei University, Seoul, Republic of Korea <sup>3</sup> NCSOFT Corporation, Seongnam, Republic of Korea

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To investigate workplace violence in online articles and compare workplace violence-related words characteristics of nurses and other professionals using social network analysis.

### Background

Workplace violence is a widespread problem across nursing practice. Online articles are useful for the timely identification and management of nurse violence problems.

### Methods

This descriptive exploratory study involved data extraction focused around the search term *workplace violence* from sources published during January 1990–December 2020 listed in the BIGKinds database, a Korean integrated news database system. The connections between the extracted terms were determined through social network analysis using the software UCINET and NetDraw.

### Results

Our search found 675 articles for nurses and 5797 articles for other professionals related to workplace violence. Work burden was found to be the primary cause of violence among both nurses and other professionals. Specifically, being a woman was closely related to violence among nurses, and abuse of power was closely related to violence among other professionals.

### Conclusion

Nurses and other professionals have different vulnerabilities to violence, which require a different approach to addressing violence.

### Implications for Nursing Management

Nurse managers should provide a healthy work environment, sufficient workforce and flexible work schedules to protect nurses from workplace violence.

---

Document 64 of 74

# Effect of an attending nurse on timeliness of discharge, patient satisfaction, and readmission

Cyrus, Rachel M <sup>1</sup>

; Kulkarni, Nita <sup>1</sup> ; Astik, Gopi <sup>1</sup> ; Weaver, Charlotta <sup>1</sup> ; Hanrahan, Krystal <sup>2</sup> ; Malladi, Megan <sup>2</sup> ; O'Sullivan, Patricia <sup>2</sup> ; Yeh, Cheh <sup>3</sup> ; Lee, Jungwha <sup>4</sup> ; O'Leary, Kevin J <sup>1</sup> <sup>1</sup> Division of Hospital Medicine, Northwestern University Feinberg School of Medicine, Chicago, Illinois, USA <sup>2</sup> Northwestern Memorial Hospital, Chicago, Illinois, USA <sup>3</sup> Rush University Medical Center, Chicago, Illinois, USA <sup>4</sup> Northwestern University Feinberg School of Medicine, Chicago, Illinois, USA

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

To improve the timeliness and quality of discharge for patients by creating the role of the attending nurse.

### Background

Discharge time affects hospital throughput and patient satisfaction. Bedside nurses and hospitalists have competing priorities that can hinder performing timely, high-quality discharges.

### Methods

This retrospective analysis evaluated the effect of an attending nurse paired with a hospital medicine physician on discharge time and quality. A total of 8329 patient discharges were eligible for the study, and propensity score matching yielded 2715 matched pairs.

### Results

In the post-intervention matched cohort, the percentage of patients discharged before 2 PM increased from 34.4% to 45.9% ( $p < .01$ ), and the median discharge time moved 48min earlier. In the unmatched cohort, patient satisfaction with the discharge process improved on several questions. While length of stay was not affected, the 30-day readmission rate did increase from 8.9% to 10.7% ( $p = .02$ ).

### Conclusion

With the new attending nurse role, we positively impacted throughput by shifting discharge times earlier in the day while improving patient satisfaction. Length of stay stayed the same but the 30-day readmission rate increased.

### Implications for Nursing Management

Our multidisciplinary approach to the problem of late discharge times led to the creation of a new role. This role made ownership of discharge tasks clear and reduced competing priorities, freeing up nurses and hospitalists to perform other care-related responsibilities without holding up discharges.

---

Document 65 of 74

# An examination of effects of intimate partner violence on children: A cross-sectional study conducted in a paediatric emergency unit in Turkey

Suna Uysal Yalçın <sup>1</sup>

; Zonp, Zeynep <sup>2</sup>

; Dinç, Sermin <sup>3</sup>



; Bilgin, Hülya <sup>4</sup>

<sup>1</sup> Psychiatric and Mental Health Nursing Department, Kocaeli Health and Technology University, Kocaeli, Turkey <sup>2</sup> School of Nursing, University of Michigan, Ann Arbor, Michigan, USA; Independent Researcher, Turkey; Psychiatric and Mental Health Nursing Department, Kocaeli University, Kocaeli, Turkey <sup>3</sup> Child Health and Diseases Nursing, Istanbul University-Cerrahpaşa Florence Nightingale Faculty of Nursing, Istanbul, Turkey <sup>4</sup> Mental Health and Psychiatric Nursing Department, Istanbul University-Cerrahpaşa Florence Nightingale Faculty of Nursing, Istanbul, Turkey

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Background

Intimate partner violence (IPV) against women causes inadequate and unbalanced nutrition in children aged 0–5 years and adversely affects their growth.

### Aim

To examine the impact of intimate partner violence on a child's growth regarding the medical diagnosis in paediatric patients under 5 years of age, growth of the child, and the mother's exposure to intimate partner violence.

### Methods

This descriptive cross-sectional study included 166 children admitted to a paediatric emergency department, and their mothers.

### Results

Women exposed to emotional violence and controlling behaviour during pregnancy had children prone to being overweight and obese. A mothers lifetime exposure to physical violence had an adverse effect on their children's wasting and moderate wasting. In contrast, mothers' exposure to emotional violence had a direct impact on a child's wasting and moderate wasting.

### Conclusion

The lifetime effect of domestic violence may begin at birth. This vulnerability leads to negative outcomes in both children and women regarding biopsychosocial development.

### Implications for nursing management

Nurses and midwives in primary health care services and one-on-one care should be trained to evaluate prospective mothers and children aged 0–5 regarding violence and its effects on the child's growth.

---

Document 66 of 74

# Predictors of events of violence or aggression against nurses in the workplace: A scoping review

Pagnucci, Nicola <sup>1</sup>

; Ottonello, Giulia <sup>1</sup>

; Capponi, Davide <sup>1</sup>; Catania, Gianluca <sup>1</sup>

; Zanini, Milko <sup>1</sup>; Aleo, Giuseppe <sup>1</sup>

; Timmins, Fiona <sup>2</sup>

; Sasso, Loredana <sup>2</sup>

; Bagnasco, Annamaria <sup>1</sup>

<sup>1</sup> Department of Health Sciences, University of Genoa, Genoa <sup>2</sup> School of Nursing, Midwifery & Health



## ABSTRACT (ENGLISH)

### Aim

To identify predictors and consequences of violence or aggression events against nurses and nursing students in different work contexts.

### Background

Workplace violence against nurses and nursing students is a very common and widespread phenomenon. Actions to manage or prevent violent events could be implemented knowing the risk factors and consequences. However, there is a lack of systematic reviews that summarize knowledge on the predictors and consequences of workplace violence.

### Evaluation

A scoping review was conducted using electronic databases including APA PsycInfo, CINAHL, Cochrane, Ovid Medline, PubMed and Scopus.

### Key issues

After full text analysis, 87 papers were included in the current scoping review. Risk factors of horizontal violence were grouped into 'personal' and 'Environmental and organizational', and for violence perpetrated by patients into 'personal', 'Environmental and organizational' and 'Characteristics of the perpetrators'.

### Conclusions

The results of this scoping review uncover problems that often remain unaddressed, especially where these episodes are very frequent. Workplace violence prevention and management programmes are essential to counter it.

### Implications for Nursing Management

The predictors and the consequents identified constitute the body of knowledge necessary for nurse managers to develop and implement policy and system actions to effectively manage or prevent violent events.

---

Document 67 of 74

# Explaining the experiences of nurses regarding strategies to prevent missed nursing care: A qualitative study

Janatolmakan, Maryam <sup>1</sup>

; Khatony, Alireza <sup>2</sup>

<sup>1</sup> Social Development and Health Promotion Research Center, Health Institute, Kermanshah University of Medical Sciences, Kermanshah, Iran <sup>2</sup> Social Development and Health Promotion Research Center, Health Institute, Kermanshah University of Medical Sciences, Kermanshah, Iran; Infectious Diseases Research Center, Kermanshah University of Medical Sciences, Kermanshah, Iran

## ABSTRACT (ENGLISH)

### Aim

To describe the experiences of nurses regarding strategies to prevent missed nursing care.

### Background

One of the global challenges is missed nursing care, which includes missed or delayed care. This problem puts patients' clinical outcome at risk, so understanding nurses' experiences of how to prevent or reduce it can help the health care policymakers.

### Method

In this qualitative descriptive study, 14 nurses were selected by purposive sampling. In-depth semi-structured interviews were conducted to collect data. The Graneheim and Lundman's approach of qualitative content analysis was used for data analysis. MAXQDA (version 10) software was used for data management.

### Results

The extracted codes were summarized into seven categories and one theme. The categories included "empowering nurses," "manpower supply," "supervision," "specializing the activities," "providing resources and facilities," "encouraging teamwork," and "resolving dissatisfaction." The main theme was "missed nursing care prevention strategies."

### Conclusion

The frequency of missed nursing care can be reduced or prevented using management strategies such as paying attention to nurses "empowerment, increasing nurses' job satisfaction, normalizing nurses' salaries, providing equipment and facilities, and monitoring nurses' performance. Experimental studies are recommended to evaluate the effectiveness of these strategies.

### Implications for nursing management

Nursing managers can take steps such as workplace improvement, reducing nurses' workload, and empowering nurses to reduce or eliminate missed care.

---

Document 68 of 74

# Association between workplace bullying and nurses' professional quality of life: The mediating role of resilience

Peng, Jie <sup>1</sup>

; Luo, Huifang <sup>2</sup>

; Ma, Qing <sup>2</sup>

; Zhong, Yajing <sup>3</sup>

; Yang, Xiangwei <sup>4</sup>

; Huang, Yanyi <sup>2</sup>

; Sun, Xiaoming <sup>2</sup>

; Wang, Xiaojun <sup>4</sup>

; He, Jingxin <sup>2</sup>

; Yang, Song <sup>2</sup>

<sup>1</sup> Nursing Department, Chengdu Second People's Hospital, Sichuan, China <sup>2</sup> School of Nursing, Guangzhou University of Chinese Medicine, Guangzhou, China <sup>3</sup> Biomedical Ethics and Law, Katholieke Universiteit Leuven, Leuven, Belgium <sup>4</sup> The First Affiliated Hospital of Guangzhou University of Traditional Chinese Medicine, Guangzhou, China

## ABSTRACT (ENGLISH)

### Aim

We aim to determine workplace bullying in relation to the professional quality of life of nurses and the mediating role of resilience between workplace bullying and the professional quality of life.

### Background

Workplace bullying is an increasingly serious problem worldwide and deleteriously affects the occupational health and quality of life of nurses. However, it has not attracted adequate managerial attention.

### Method

A cross-sectional study was conducted using a sample of 493 clinical nurses from two tertiary grade A hospitals in Guangzhou, China. Data were collected through an online questionnaire survey in July 2020 and analysed with structural equation modelling.

### Results

Workplace bullying had negative and direct effects on the professional quality of life of nurses. Resilience mediated the relationship between workplace bullying and the professional quality of life.

### Conclusion

Resilience is a protective factor that helps nurses cope with workplace bullying. Managers can improve the professional quality of life of nurses by reducing workplace bullying and strengthening the resilience of nurses.

### Implications for Nursing Management

Managers must take measures to prevent the workplace bullying of nurses. In addition, nurse supervisors should pay attention to the resilience of nurses and strengthen resilience training to help nurses withstand the pressure of workplace bullying and improve their professional quality of life.

---

Document 69 of 74

# Prevalence, influencing factors and adverse consequences of workplace violence against nurses in China: A cross-sectional study

Li, Shengjia <sup>1</sup>

; Yan, Hongwei <sup>2</sup>; Qiao, Shuai <sup>2</sup>; Chang, Xiaolin <sup>3</sup>

<sup>1</sup> Cancer Therapy Research Institute, The First Affiliated Hospital of China Medical University, Shenyang, China <sup>2</sup> Department of Dermatology, The First Affiliated Hospital of China Medical University, Shenyang, China <sup>3</sup> Outpatient Service by Famous Specialists, The First Affiliated Hospital of China Medical University, Shenyang, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

The primary objective of this study was to determine the prevalence of workplace violence among nurses in China and its association with demographic characteristics, quality of work life and coping styles. The secondary objective

was to explore how nurses deal with workplace violence and the emotional/psychological impact of workplace violence on nurses.

### **Background**

Workplace violence is a common occupational hazard that causes physical and psychological harm to nurses.

### **Methods**

A cross-sectional study was conducted with 2769 nurses from China. A demographic information questionnaire, hospital workplace violence questionnaire, Chinese version of the work-related quality of life scale and coping style scale were used in this study. The Chi-squared test, Mann–Whitney U test and binary logistic regression analysis were used to investigate the effects of demographic characteristics, quality of work life and coping styles on nurses' workplace violence.

### **Results**

A total of 49.12% of the nurses ( $n = 1360$ ) had experienced at least one type of workplace violence in the past 6 months. Night shifts, work department, chronic diseases (odds ratio [OR]=1.53,  $p < .001$ ), sleep disorders (OR=1.54,  $p < .001$ ), frequent overtime (OR=1.78,  $p < .001$ ), adverse nursing events (OR=2.01,  $p < .001$ ) and passive coping (OR=1.47,  $p < .001$ ) were risk factors for workplace violence. Working conditions (OR=0.61,  $p < .001$ ), general well-being (OR=0.65,  $p < .001$ ) and positive coping (OR=0.76,  $p < .001$ ) were identified as protective factors for workplace violence. Nurses exposed to workplace violence experience various negative emotional and psychological consequences.

### **Conclusions**

Workplace violence is common among nurses in China. Good working conditions, general well-being and positive coping may help prevent workplace violence injuries.

### **Implications for nursing management**

Efforts should be made to improve and optimize existing workplace violence prevention measures, create and maintain a good working environment for health care workers and develop various coping styles or strategies to manage stress to reduce workplace violence. The cross-sectional study has been approved by the Ethics Committee of the First Affiliated Hospital of China Medical University, with the registration number 2019-221-2. Written informed consent was obtained prior to the survey.

---

Document 70 of 74

# Relationship between risk perception of COVID-19 and job withdrawal among Chinese nurses: The effect of work–family conflict and job autonomy

Liu, Xuan <sup>1</sup>

; Shu-Jie Yuan <sup>2</sup>

; Tian-Tian Ji <sup>3</sup>; Yu-Lei Song <sup>4</sup> <sup>1</sup> School of Economics and Management, Nanjing Tech University, Nanjing, China <sup>2</sup> School of Education and Psychology, Huangshan University, Huangshan, China <sup>3</sup> The First Affiliated Hospital of Soochow University, Suzhou, China <sup>4</sup> School of Nursing, Nanjing University of Chinese Medicine, Nanjing, China

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

## Aim

The aim of this study was to examine the mediating role of work–family conflict and the moderating role of job autonomy on the association between risk perception of COVID-19 and job withdrawal among Chinese nurses during the initial disease outbreak.

## Background

Nurses' job withdrawal can not only reduce the quality and efficiency of care but also give rise to turnover during the COVID-19 pandemic. Thus, it is essential to clarify how and when the risk perception of COVID-19 influences the job withdrawal behaviours of nurses and to provide guidelines for reducing nurses' job withdrawal.

## Methods

A two-wave study was conducted among 287 Chinese nurses from 11 COVID-19-designated hospitals during the initial outbreak of the disease from March through April 2020. Data on the risk perception of COVID-19, job autonomy and work–family conflict were collected at time 1, and 1 month later, job withdrawal data were collected at time 2. Model 4 and Model 14 from SPSS macro PROCESS were used to test the mediating effect of work–family conflict and the moderating effect of job autonomy, respectively.

## Results

Work–family conflict mediated 60.54% of the relationship between risk perception of COVID-19 and job withdrawal. Job autonomy positively moderated the relation between work–family conflict and job withdrawal ( $\beta=0.12$ ,  $P<0.01$ ).

## Conclusion

Risk perception of COVID-19 influenced nurses' job withdrawal through work–family conflict. Job autonomy exaggerated the association between work–family conflict and job withdrawal.

## Implications for Nursing Management

Managers should provide more supportive resources to help nurses cope with the risk of COVID-19 to decrease work–family conflict and job withdrawal, and they should strengthen supervision over the work processes of nurses.

---

Document 71 of 74

# The role of champions in leading domestic violence and abuse practice improvement in health care: A scoping review

Saberi, Elham <sup>1</sup>

; Hurley, John <sup>2</sup>; Hutchinson, Marie <sup>2</sup>

<sup>1</sup> Faculty of Health, Southern Cross University, Lismore, New South Wales, Australia <sup>2</sup> Faculty of Health, Southern Cross University, Coffs Harbour, New South Wales, Australia

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To describe and synthesize evidence for champions of domestic violence practice improvement in health care and highlight implications for leadership and nurse management.

### Background

Globally, health care leaders have been tasked with improving service responses to domestic violence. Evidencing the role of champions, and how managers may harness champions in improving responses to domestic violence, is an important factor in successfully leading change in this field.

### Evaluation

A scoping review was conducted using four electronic databases (Proquest, PubMed, Medline and PsycINFO).

### **Key issues**

Eleven studies were included. Champion characteristics, roles, and factors influencing their impact were distilled. Barriers to the success of champions were identified as were four aspects of the champion role: mentor and expert advice; communication and engagement; strategic advocacy, coordination and project leadership; personal and emotional support.

### **Conclusions**

The review highlighted that champions involved in domestic violence project implementation have unique aspect to their role, along with characteristics reported in the broader champion literature. As an emerging field, there is evidence that domestic violence champions play an important role in mentoring and supporting health care workers to effectively change their practice.

### **Implications for nursing management**

Nurse managers and leaders need to understand the champion construct and the roles that champions enact to generate domestic violence and abuse system and practice change. Further research is required to provide guidance.

---

Document 72 of 74

# Exploring faculty-to-faculty incivility among nursing faculty: Related factors, reasons and solutions

Karaçay, Pelin <sup>1</sup>

; Oflaz, Fahriye <sup>1</sup> <sup>1</sup> Koç University School of Nursing, Istanbul, Turkey

[ProQuest document link](#)

---

## **ABSTRACT (ENGLISH)**

### **Aim**

This study aimed to explore faculty-to-faculty incivility in university nursing programmes and to identify the perceptions of faculty regarding the reasons and solutions for incivility.

### **Background**

Incivility is a fundamental problem in nursing educational settings.

### **Methods**

This cross-sectional and analytic study comprised 330 faculty members from different schools of nursing in Turkey. A personal information form and the 12-item Incivility Scale were used to collect data. The data were analysed by using descriptive analysis, Mann–Whitney U and Kruskal–Wallis tests, Spearman's correlation test, linear regression tests and thematic analysis.

### **Results**

Faculty and research assistants who were single and holding master's degrees perceived high incivility ( $p < .05$ ). There was also a significant, mildly negative relationship between age and incivility scores ( $r = -0.236$ ). A strict hierarchical structure was revealed to also be a reason for incivility ( $p < .05$ ).

### **Conclusion**

Further research is needed to determine the effectiveness of the solutions for faculty-to-faculty incivility.

### **Implications for Nursing Management**

This study can guide administrators regarding the causes and solutions of incivility within academic environments. By implementing strategies to increase awareness, administrators can become positive role models for faculty,

# Aggressive incidents in home care services and organizational support: A cross-sectional survey in Switzerland

Schnelli, Angela <sup>1</sup>

; Ott, Stefan <sup>2</sup>; Zeller, Adelheid <sup>3</sup>; Mayer, Hanna <sup>4</sup> <sup>1</sup> Department of Nursing Science, University of Vienna, Vienna, Austria; Center for Dementia Care, Institute of Applied Nursing Sciences, Department of Health, University of Applied Sciences of Eastern Switzerland, St. Gallen, Switzerland <sup>2</sup> Department of Economy, University of Applied Sciences of Eastern Switzerland, St. Gallen, Switzerland <sup>3</sup> Center for Dementia Care, Institute of Applied Nursing Sciences, Department of Health, University of Applied Sciences of Eastern Switzerland, St. Gallen, Switzerland <sup>4</sup> Department of Nursing Science, University of Vienna, Vienna, Austria

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aims

To explore the available organizational structures addressing aggressive incidents towards home care services staff.

### Background

Organizational structures how professional caregivers deal with care recipients' aggressive incidents.

### Methods

An explorative cross-sectional survey using the Violence Experienced by Staff (German version revised) and the Impact of Patient Aggression on Carers Scale was conducted. Data from 852 health care professionals in the German-speaking part of Switzerland were collected between July and October 2019. Multiple logistic regression models were used to investigate associations. The STROBE-Checklist was used as the reporting guideline.

### Results

Organizational support and management support in home care services were generally rated high and found to cause a significant decrease in negative feelings. Some self-rated skills regarding aggression management were linked to a decrease in perceived burden after aggressive incidents, whereas others increased the perceived burden.

### Conclusion

Organizational structures including official procedures for affected professional caregivers should be established in home care services. This should contain efficient reporting systems and aggression management training for the specific setting.

### Implications for Nursing Management

The study highlights the importance of organizational support regarding aggressive incidents in the home care setting as well as of aggression management training.

# Bullying, supervisor support, relaxation, and personal and work outcomes: Testing a moderated mediation model

Gillet, Nicolas <sup>1</sup>

; Fernet, Claude <sup>2</sup>

; Colombat, Philippe <sup>3</sup>; Cheyroux, Pierre <sup>3</sup>; Fouquereau, Evelyne <sup>3</sup> <sup>1</sup> EE 1901 QUALIPSY, Université de Tours, Tours, France; Institut Universitaire de France (IUF), Paris, France <sup>2</sup> Département de gestion des ressources humaines, Université du Québec à Trois-Rivières, Trois-Rivieres, Canada <sup>3</sup> EE 1901 QUALIPSY, Université de Tours, Tours, France

[ProQuest document link](#)

---

## ABSTRACT (ENGLISH)

### Aim

To test a mediated moderation model in which bullying and supervisor support interact to predict nurses' personal and work outcomes with relaxation during off-job time mediating these effects.

### Background

Bullying is a pervasive problem in the nursing profession. We integrate and extend past research addressing the question of how bullying and perceived supervisor support affect nurses' functioning.

### Method

Cross-sectional data were collected from a sample of 290 nurses who completed measures of bullying, perceived supervisor support, relaxation, need for recovery, sleeping problems, job satisfaction, emotional exhaustion and work performance.

### Results

Results revealed that bullying was significantly linked to job satisfaction, sleeping problems, need for recovery and emotional exhaustion through relaxation, but only among nurses who perceived high levels of supervisor support.

### Conclusion

These results revealed that high supervisor support may be detrimental for nurses adding up to a negative cycle of stressors to maladaptive outcomes through lack of relaxation.

### Implications for Nursing Management

Health care organisations and managers should consider addressing work environment factors, such as bullying, in addition to supervisor support in their efforts to facilitate the positive effects of nurses' relaxation during non-work time.



## Bibliography

Citation style: APA 6th - Annotated with Abstracts - American Psychological Association, 6th Edition

Warshawsky, N. E., Cramer, E., Grandfield, E. M., & Schlotzhauer, A. E. (2022). The influence of nurse manager competency on practice environment, missed nursing care, and patient care quality: A cross-sectional study of nurse managers in U.S. hospitals. *Journal of Nursing Management*, 30(6), 1981-1989.

doi:<https://doi.org/10.1111/jonm.13649>

**Aims** Identify and examine drivers of nurse manager competency and high-quality practice environments. **Background** Nurse managers are a key predictor of positive professional practice environments, which are, in turn, associated with nurse, patient, and organisational outcomes. However, little work has examined the factors that contribute to nurse manager competency. **Methods** Nurse managers completed online surveys, which were matched to unit-level aggregate data of their subordinate direct care nurses' responses on the National Database of Nursing Quality Indicators. This resulted in a final sample of 541 nurse managers across 47 U.S. hospitals. Multilevel path analysis was utilized to assess a model of the antecedents and consequences of nurse manager competency. **Results** Nurse manager competency and practice environments were predictive of missed nursing care and nurse-reported quality of care. Nurse manager experience was found to have twice the effect on competency as advanced education. **Conclusions** Nurse manager competency and its downstream effects are achieved through nurse manager experience and advanced education. **Implications for Nursing Management** Nurse manager competency yields better practice environments and nursing care. Considering the influence of experience, careful attention should be paid to the competency development process of more novice nurse managers.

CJ Cabilan BN, RN, MAppSc(Research), MACN, Rob Eley BSc MSc, PhD, CSci, CBiol, FRSB, Centaine L Snoswell BPharm, MPH, PhD, & PhD, Amy NB Johnston BN, RN,. (2022). What can we do about occupational violence in emergency departments? A survey of emergency staff. *Journal of Nursing Management*, 30(6), 1386-1395.

doi:<https://doi.org/10.1111/jonm.13294>

**Aims** To explore and collate solutions for occupational violence from emergency department (ED) staff. **Background** Despite publications highlighting the progressively worsening issue of occupational violence in EDs and its detrimental impacts, few strategies aimed to reduce or manage it have been discussed in the literature. **Methods** This was a cross-sectional study involving ED staff. Participants completed an electronic survey that prompted interventions for occupational violence. Free-text data were analysed and logically categorized using validated techniques. **Results** Participants (N = 81) suggested 24 interventions: 12 were classified as prevention strategies, 10 as response strategies and two as recovery strategies. Prevention and response strategies for occupational violence targeted key participants: patients, staff and ED environment. Recovery strategies centred around staff management of the personal impacts of incidences of occupational violence and on systems in place to support them after occupational violence incidents. **Conclusion** Solutions to occupational violence should be multifaceted encompassing prevention, response and recovery for patients, staff and the ED environment. **Implications for Nursing Management** No single, universal intervention can be endorsed to reduce or mitigate the impacts of occupational violence in EDs. However, a combination of the interventions (strategies) discussed in this paper can be recommended.

Lang, M., Jones, L., Harvey, C., & Munday, J. (2022). Workplace bullying, burnout and resilience amongst perioperative nurses in Australia: A descriptive correlational study. *Journal of Nursing Management*, 30(6), 1502-1513. doi:<https://doi.org/10.1111/jonm.13437>

**Aim** This study aimed to investigate workplace bullying and explore correlations between bullying, burnout and resilience amongst perioperative nurses in Australia. **Background** Workplace bullying in perioperative nursing involves verbal, physical and psychological violence. However, no prior studies have measured Australian perioperative nurses' experiences of workplace bullying nor sought to understand if there is a relationship with burnout and resilience. **Methods** A descriptive correlational study was conducted utilizing an online survey incorporating four validated instruments. Descriptive statistics and regression models analysed workplace bullying, burnout and resilience. **Results** Over half of perioperative nurses (n=158/257, 61%) were exposed to workplace bullying.

Consequences included fatigue and exhaustion (n=129/192, 67%), anxiety (n=123/192, 64%) and sleeplessness (n=121/192, 63%). Organisational processes (r=.458, p<.001), bullying acts (r=.289, p<.001) and avoidance and withdrawal at work (r=.440, p=.001) increased burnout. Psychosocial distress (r=-.216, p<.001) was associated with decreased resilience. Conclusions Workplace bullying is a persistent issue with negative impacts upon burnout, resilience and well-being. Implications for Nursing Management The psychological well-being of employees can be prioritized by establishing and maintaining an organisational climate of psychosocial safety, thereby inhibiting the potential of bullying to manifest and positively influencing employee well-being to help promote workplace engagement, productivity and reduced burnout.

Kishi, H., Watanabe, K., Nakamura, S., Taguchi, H., & Narimatsu, H. (2022). Impact of nurses' roles and burden on burnout during the COVID-19 pandemic: Multicentre cross-sectional survey. *Journal of Nursing Management*, 30(6), 1922-1930. doi:<https://doi.org/10.1111/jonm.13648>

**Aim**To identify groups of nurses engaging in coronavirus disease (COVID-19) care who are most in need of organizational support. **Background**Overwhelming stress and susceptibility to burnout have been reported in nurses during the COVID-19 pandemic. **Methods**Nurses working at five hospitals that accepted COVID-19 patients answered the questionnaire. The Tokyo Metropolitan Distress Scale for Pandemic, Self-Diagnosis Check List for Assessment of Workers' Accumulated Fatigue and Japanese Burnout Scale were evaluated. Multiple regression analysis was performed to examine the relationship between engaging in COVID-19 care and psychosocial/physical burden. **Results**In total, 895 questionnaires were analysed. With experience in caring for COVID-19 patients as the independent variable, nurses caring for suspected cases had significantly higher standardized Tokyo Metropolitan Distress Scale for Pandemic scores for 'concerns for infection' (standardized partial regression coefficient  $\beta$  = .921, P = .004), Assessment of Workers' Accumulated Fatigue ( $\beta$  = .445, P = .022) and Japanese Burnout Scale 'emotional exhaustion' ( $\beta$  = .136, P = .021) than those caring for confirmed cases. **Conclusions**Nurses caring for suspected COVID-19 patients have the highest psychological/physical burden and propensity for burnout. **Implications for Nursing Management**Extensive support systems are required for nurses caring for confirmed and suspected COVID-19 cases.

Ying, L., Fitzpatrick, J. M., Philippou, J., Zhang, Y., Murrells, T., & Rafferty, A. M. (2022). Front-line staff perspectives on a caring culture in chinese hospitals: Validation of a chinese version of the culture of care barometer. *Journal of Nursing Management*, 30(6), 2093-2102. doi:<https://doi.org/10.1111/jonm.13657>

**Aims**The aim of this study is to examine the psychometric properties of the Chinese version of the Culture of Care Barometer in health care organizations. **Background**There is a lack of tools to gauge the caring culture in Chinese hospitals. The Culture of Care Barometer is a psychometrically sound measure for caring culture developed in Western settings. **Methods**This study was guided by Sousa and Rojjanasrira's methodological approach. A total of 2365 staff were recruited from two tertiary hospitals. The Barometer was administered with the Hospital Culture Evaluation Index and Minnesota Satisfaction Questionnaire. **Results**The content validity index was calculated as 0.99. The goodness-of-fit indices, apart from the model chi-square, which was statistically significant, all exceeded established thresholds for adequate fit. The internal consistency was very satisfactory. Pearson's correlation indicated that the tool has good concurrent and convergent validity. **Conclusions**The Barometer is a reliable and valid instrument to assess front-line staff perspectives on a caring culture in Chinese hospitals. **Implications for Nursing Management**Nursing managers can use the Barometer to gauge the caring culture in China. Tailored interventions can be designed to address specific domains, and additional support can be provided to more vulnerable departments or staff groups.

Jakobsson, J., Örmön, K., Berthelsen, H., & Axelsson, M. (2022). Workplace violence from the perspective of hospital ward managers in sweden: A qualitative study. *Journal of Nursing Management*, 30(6), 1523-1529. doi:<https://doi.org/10.1111/jonm.13423>

**Aim**The aims of the study are to explore workplace violence perpetrated by patients or visitors from the perspective of hospital ward managers and to describe how ward managers perceive their leadership role and manage related

incidents. Background Few studies focus on workplace violence from the perspective of ward managers even though they are the closest managers to the operational staff. Method Fifteen semistructured interviews were analysed using qualitative content analysis. Results Four categories emerged: the face of workplace violence, a two-fold assignment, strive towards readiness to act, and managing incidents. Conclusion While the most common acts of workplace violence are considered less serious and related to patients' medical conditions or dissatisfied visitors, hospital organizations focus on serious but rarely occurring incidents. Consequently, ward managers have limited opportunities to ensure a safe work environment on an everyday basis. Implications for nursing management To support ward managers' occupational safety and health management, workplace violence prevention and management should be acknowledged as an important responsibility for senior management in hospitals. It is important to identify incidents that most likely will occur at the wards and to create strategies related to those incidents. Strategies could include risk assessments, prevention, evaluation, education and reflection combined with, for example, scenario training.

Özkan, A. H. (2022). Abusive supervision climate and turnover intention: Is it my coworkers or my supervisor ostracizing me? *Journal of Nursing Management*, 30(6), 1462-1469. doi:<https://doi.org/10.1111/jonm.13398>

Aim The purpose of this study is to investigate the relationships between turnover intention and related constructs in an abusive supervision climate. Background An abusive supervision climate is a work environment that is affected by the negative attitudes of an abusive supervisor. Method The constructs are chosen in light of upper echelons theory and social learning theory. The snowball sampling method is used to reach the participants, and 230 nurses working in Turkish hospitals participated in this survey that measured abusive supervision, workplace incivility and ostracism. Pearson's correlation analysis and multiple and hierarchical linear regression analyses are carried out. Results The results suggested that abusive supervision, workplace incivility and workplace bullying have a positive effect on turnover intention as hypothesized. Abusive supervision has a significant and positive effect on workplace incivility and workplace bullying. The partial mediating effects of workplace bullying, workplace incivility and workplace ostracism on the relationship between abusive supervision and turnover intention are also confirmed. Conclusion The significant relationships and the nonsignificant relationship provided evidence for an abusive supervision climate. Implications for Nursing Management Top managers of the health care facilities should attempt to determine the abusive supervisors to manage the work environment and turnover intention of nurses.

Rodrigues Gonçalves, M. I., Mendes, D. A., Caldeira, S., Jesus, E., & Nunes, E. (2022). Nurse-led care management models for patients with multimorbidity in hospital settings: A scoping review. *Journal of Nursing Management*, 30(6), 1960-1973. doi:<https://doi.org/10.1111/jonm.13621>

Aim The aim of this scoping review is to map the nurse-led care management models for patients with multimorbidity in hospital settings. Background Patients with multimorbidity in hospital, due their complexity, benefit a nurse-led care management model. This care management model allows for better identification of patients' needs and a person-centred approach. Evaluation This review followed the JBI methodology for scoping reviews. The search included the international databases Web of Science, CINAHL, MEDLINE, Nursing & Allied Health Collection and grey literature. A total of 21 articles were included in the final content analysis. Key issues Three categories of nurse-led care management models emerged from the data, namely, nurse-led programs, case management and nurse facilitator models. The interventions focused on training, discharge support, follow-up, health promotion and patient-centred care. Conclusion The centrality of the patient is a common characteristic of nurse-led care models, namely, the acquisition of disease self-management skills, preparation for hospital discharge and continuity of care in the community. Implications for nursing management Nurse-led care management models can empower patients to manage their chronic conditions more effectively. Adapting these care management models in hospital settings will be a challenge for nurse managers. Scoping review protocol The full protocol used can be accessed at doi:10.11124/jbies-20-00222.

Christensen, S. S., & Wilson, B. L. (2022). Why nurses do not report patient aggression: A review and appraisal of the literature. *Journal of Nursing Management*, 30(6), 1759-1767. doi:<https://doi.org/10.1111/jonm.13618>

**Aim**To establish the current state of the science about why nurses do or do not report being the victim of patient aggression, a form of type II workplace violence. This aim includes identifying and analysing current gaps in the literature.**Background**It is increasingly more common for patients to instigate aggressive acts towards nurses, leading to significant consequences. Nursing victims often do not report acts of patient aggression to others, making it difficult for health care leaders and researchers to address this challenge.**Evaluation**The review process involved searching five databases, using the PRISMA framework to reduce 355 records to 65 sources for review and synthesis.**Key Issues**The findings of this review highlight key takeaways about why nursing victims do not report episodes of patient aggression, which include their fears, attitudes and abilities related to reporting; and their perspective of the patient aggression event. Workplace environments are central to most of these factors, emphasizing the importance of nursing and other health care leaders to put systems in place that promote nurse reporting behaviours.**Conclusions**Patient aggression is a widespread problem with severe consequences. Review findings can inform future research while having practical relevance for health care leaders.**Implications for Nursing Management**Health care leaders need to consider how workplace structures, practices, and cultures can encourage or stifle nurse reporting behaviours. By understanding nurse reporting behaviours, processes can be developed to promote nursing victim reporting and deter patient aggression.

Hou, Y., Corbally, M., & Timmins, F. (2022). Violence against nurses by patients and visitors in the emergency department: A concept analysis. *Journal of Nursing Management*, 30(6), 1688-1699. doi:<https://doi.org/10.1111/jonm.13721>

**Aim**This analysis investigates the concept of violence against nurses by patients and visitors in the emergency department. It aims to differentiate, clarify, and clearly identify this specific concept, which will facilitate more apt measurement and reporting, ultimately to contribute violence reduction measures.**Background**Due to contextual factors, occupational risk and patient characteristics, violence against nurses by patients and visitors in the emergency department varies from other types of violence against other health care staff.**Methods**This study employed Walker and Avant's concept analysis technique.**Results**The analysis found that violence against nurses by patients and visitors in the emergency department is primarily an occurrence of interpersonal violence based on the working relationship, whereby the patient and/or visitor becomes an assailant, and a nurse becomes a target in the absence of capable guardianship. There is also an intentional use of physical force or power, which results in or has a high chance of causing harm.**Conclusion**A clearer understanding of the antecedents, attributes, and consequences of violence against nurses by patients and visitors arising from this concept analysis provides a framework that will assist in the understanding, measurement, reporting, and prevention of violence and inform future research.**Implications for Nursing Management**Nursing managers are encouraged to adopt strategies that act on the factors related to attributes and antecedents that will serve to reduce the occurrence of intentional violent acts.

Hong, S., Kim, H., Choi, E. K., & Park, C. G. (2022). Workplace bullying and different levels of post-traumatic stress symptoms of nurses: A quantile regression approach for effective coping strategies. *Journal of Nursing Management*, 30(6), 1445-1453. doi:<https://doi.org/10.1111/jonm.13388>

**Aim**This study aimed to investigate effects of workplace bullying on different post-traumatic stress symptoms and coping among hospital nurses.**Background**Workplace bullying is a traumatic event that negatively affects the quality of patient care and nurses' mental health.**Method**This cross-sectional, correlational study used an online survey among hospital nurses. Ordinary least square and quantile regression analyses were conducted using Stata version 16.**Results**The study included 233 registered nurses from South Korea who had provided direct care to patients in a hospital for at least 6 months. Overall, 28% self-identified as victims or witnesses and 37% as victims and witnesses simultaneously. 'Victim' and 'passive coping' were significantly associated with the 25th, 50th and 75th percentiles groups of post-traumatic stress symptoms, while 'witness' was significant in the 95th percentile group.**Conclusion**Our study findings explore nurses' workplace bullying, detect high-risk subgroups and suggest the development of coping interventions for reducing workplace bullying and post-traumatic stress symptoms.**Implications for Nursing Management**The study identified associations among bullying experience types, severity of post-traumatic stress symptoms and passive coping. It is critical to explore traumatic experience types and severity of post-traumatic

stress symptoms for nurses at risk of workplace bullying.

Mari Salminen-Tuomaala, & Seppälä, S. (2022). Nurses' ratings of compassionate nursing leadership during the Covid-19 pandemic—A descriptive cross-sectional study. *Journal of Nursing Management*, 30(6), 1974-1980. doi:<https://doi.org/10.1111/jonm.13642>

**Aim**The aim of this study is to investigate how intensive and emergency nurses rated the adequacy of compassionate leadership during the early stages of the Covid-19 pandemic.  
**Background**The pandemic has resulted in nurses' increased stress and need for compassion from leaders. Compassionate leadership is here defined as a number of leadership practices based on altruistic values and emotional intelligence.  
**Method**This is a quantitative descriptive cross-sectional study based on a questionnaire for 50 intensive and emergency care nurses in a central hospital in Finland.  
**Results**The pandemic had increased nurses' need for compassion, but their needs for support had not been met and their strengths and competence appreciated sufficiently. They agreed that compassionate leadership could be developed through experience and personal development rather than through education.  
**Conclusion**Compassionate leadership is a process that involves a number of leadership practices based on altruistic values and emotional intelligence and benefits from recognition and use of employee strengths. Leaders and employees could benefit from simulation-based learning, work supervision and discussion led by external facilitators.  
**Implications for Nursing Management**Compassionate leadership involves approachability, genuine presence and listening, which could be developed through work-based learning combined with reflection.

Wells, J. S. G. (2022). Preparing for hybrid warfare and cyberattacks on health services' digital infrastructure: What nurse managers need to know. *Journal of Nursing Management*, 30(6), 2000-2004. doi:<https://doi.org/10.1111/jonm.13633>

**Aim**This article aims to outline the key concepts in hybrid warfare and cyberattack to better inform nurse managers in their strategic contribution to the defence of critical digital infrastructure.  
**Background**Hybrid warfare often targets a nation's critical digital infrastructure including that of health services. Hybrid warfare against national health services, primarily through cyberattack, is likely to increase in a more destabilized and conflictual international environment.  
**Evaluation**Key literature, reports and assessments on hybrid warfare, advanced persistent threats and cyberattack referenced to health services were analysed.  
**Key issue**Health services are a key element of a nation's critical digital infrastructure and as such are a strategic target in hybrid warfare. Cyberattack through exploiting clinicians', such as nurses, online susceptibilities is a key route of attack. Nurse managers, to be effective planners, need to be fully informed about the context and specific nature of cyberattack.  
**Conclusion(s)**Articles about the relationship between hybrid warfare and cyberattack on health services digital infrastructure are rarely aimed at nurse managers.  
**Implications for Nursing Management**Nurse managers need to be fully informed about the geopolitical nature of cyberattacks if they are to be fully consulted and listened to in response planning in defence of health services' digital infrastructure.

Chan, M. F., Amal Ahmed, A. B., Samir Al-Adawi, Alameddine, M., Saadoon, M. A., & Karen Bou-Karroum. (2022). Workplace bullying, occupational burnout, work-life imbalance and perceived medical errors among nurses in oman: A cluster analysis. *Journal of Nursing Management*, 30(6), 1530-1539. doi:<https://doi.org/10.1111/jonm.13432>

**Aim**To explore whether different profiles exist in a cohort of nurses regarding demographic and occupational outcomes.  
**Background**Nurses will face many occupational problems, including workplace bullying, work-life imbalance, burnout and medical errors.  
**Methods**A cross-sectional study included 232 nurses working in a hospital in Oman. Data were collected from December 2018 to April 2019 using convenience sampling. Instruments included work-life balance questions, the Negative Acts questionnaire-revised questionnaire, Oldenburg Burnout Inventory and Stanford Professional Fulfillment Index. Cluster analysis, t test, chi-squared and Fisher's exact tests were used for data analysis.  
**Results**Cluster 1 (n= 108) was characterized as 'low-risk on medical error, burnout and workplace bullying but high-risk in work-life imbalance' group. Cluster 2 (n= 124) was labelled as 'high-risk on medical error, work-life imbalance, burnout and workplace buying' group.  
**Conclusions**Two groups of nurses in Oman are facing occupational problems differently. Nurses in Cluster 1 need attention to work-life imbalance. However, nurses in

Cluster 2 need attention on all occupational problems. Implications for Nursing Management Findings call on the nursing stakeholders in Oman to identify factors related to occupational problems, to provide consultation services to reduce inter-personnel conflicts, and to review nurses' working hours to avoid burnout and resume a balanced work-life.

Shi, L., Zhang, J., Xiao, S., Huang, L., Zhao, C., Zhao, S., . . . Zhang, C. (2022). Impact of occupational exposure on job satisfaction and overall happiness among chinese physicians and nurses: A cross-sectional study. *Journal of Nursing Management*, 30(6), 2062-2073. doi:<https://doi.org/10.1111/jonm.13663>

**Aims**This study aims to investigate the impact of occupational exposure on job satisfaction and overall happiness and to identify related factors of job satisfaction and overall happiness among physicians and nurses.  
**Background**Occupational exposure against physicians and nurses has become one of the most serious public health issues worldwide.  
**Methods**A cross-sectional study was conducted among physicians and nurses from 14 public tertiary hospitals using purposive sampling. Propensity score matching was used to compare job satisfaction and overall happiness among physicians and nurses with and without occupational exposure. Furthermore, binary logistic regression analysis was used to identify and analyse the influencing factors of job satisfaction and overall happiness.  
**Results**A total of 2139 physicians and nurses (55.59%) from 3791 participants had experienced occupational exposure hazards. Before matching, the job satisfaction and overall happiness among the physicians and nurses were 38.54% and 42.14%, respectively. Participants who experienced occupational exposure were more likely to develop job dissatisfaction (OR=1.08, 95% confidence interval CI]: 0.90–1.28) and overall unhappiness (OR=1.24, 95% CI: 1.05–1.46) than those who did not. Participants' work experience, self-evaluated health status, satisfaction with the work environment, evaluation of doctor-patient relationship and stress were common factors affecting job satisfaction and overall happiness.  
**Conclusions**Our findings suggest that physicians and nurses who experience occupational exposure are more likely to develop job dissatisfaction and overall unhappiness, especially if they have shorter work experience and a tense or neutral relationship with patients.  
**Implications for Nursing Management**It is necessary to pay attention to the occupational exposure. When physicians and nurses experience occupational exposure, managers could provide support to prevent job dissatisfaction and unhappiness.

Seon, H. L., Lee, H., & Yu, S. (2022). Factors associated with nursing needs and nursing hours in acute care hospital settings: A cross-sectional study. *Journal of Nursing Management*, 30(6), 2005-2014. doi:<https://doi.org/10.1111/jonm.13634>

**Aim**The aim of this study was to identify the patient and hospital characteristics related to nursing needs and nursing hours in acute hospital settings.  
**Background**To determine appropriate staffing levels, accumulating empirical data through direct observation and surveys reflecting the actual situation is necessary.  
**Methods**In this cross-sectional study, we conducted direct observations of nurses in acute care hospitals from 1 May to 31 August 2020. Twenty-six hospitals in five cities participated, and 747 nursing personnel collected 1,681 patients' data while performing nursing activities. The data of 1,605 nurses were analysed using descriptive statistics, t tests, analysis of variance and linear regression.  
**Results**Hospital size, admission day, patients' dependence level, high fall risk and disease diagnoses were variables associated with nursing needs ( $F=73.49$ ,  $P<.001$ ) and nursing hours ( $F=57.7$ ,  $P<.001$ ). Comparing the correlates of nursing needs and nursing hours revealed that, unlike nursing needs, nursing hours were not significantly associated with surgery and certain diagnoses.  
**Conclusion**This study confirmed the variables associated with nursing needs and nursing hours in acute hospitals; based on this, determining appropriate staffing levels, which is an important step in improving inpatients' health outcomes, is necessary.  
**Implications for Nursing Management**In acute hospitals, an increased number of nurse staffing should be employed based on the number of newly hospitalized patients, patients with high dependence levels and specific diagnoses, and those at high risk of falling.

Sommovigo, V., Bernuzzi, C., & Setti, I. (2022). Investigating the association between patient verbal aggression and emotional exhaustion among italian health care professionals during the COVID-19 pandemic. *Journal of Nursing Management*, 30(6), 1713-1723. doi:<https://doi.org/10.1111/jonm.13578>

**Aims**To analyze whether patient verbal aggression would be related to emotional exhaustion and whether this relationship would be mediated by work–family conflict and moderated by dehumanization and resilience.  
**Background**Although patient verbal aggression has been identified as one of the most experienced forms of aggression, its effects on Italian health care providers during the pandemic are still poorly known.  
**Methods**A total of 197 Italian health care professionals completed paper-and-pencil questionnaires. Descriptive statistics and moderated mediation analyses were performed.  
**Results**Patient verbal aggression was positively related to health care professionals' emotional exhaustion, both directly and indirectly, as mediated by work–family conflict. Health care providers were more likely to become emotionally exhausted when they had low resilience and, simultaneously, tended to ascribe patients non-uniquely human traits.  
**Conclusions**Patient verbal aggression may spill over onto health care professionals' family lives. Dehumanization represents an ineffective coping strategy that exacerbates the effects of aggression on work–family conflict, whereas resilience represents a protective resource against emotional exhaustion.  
**Implications for nursing management**Hospital organisations could benefit from providing their staff with stress management interventions, aggression management, psychological support and psychological resilience training programmes. These programmes should incorporate coping skills on establishing work–home boundaries and balancing empathy with cognitive problem-solving abilities.

Liu, S., Xiao, Q. W., Bing, X. Y., Luo, D., Liu, Y., Xiao, J. F., . . . Liu, Q. (2022). Electronic health literacy among older adults in the context of the COVID-19 pandemic: A mixed-methods study. *Journal of Nursing Management*, 30(6), 1949-1959. doi:<https://doi.org/10.1111/jonm.13664>

**Aim**This study aimed to investigate eHealth literacy about coronavirus disease 2019 (COVID-19) among older adults during the pandemic.  
**Background**The COVID-19 pandemic promoted the development of online health care. Higher demand for accessing information from the Internet was seen.  
**Methods**This was a sequential explanatory mixed-method study, involving a survey of older adults to explore the status and influencing factors of eHealth literacy regarding COVID-19. Semi-structured interviews were used to understand experiences and challenges regarding information retrieval, judgment and utilization.  
**Results**A total of 337 older adults participated in the online questionnaire survey. Overall, older adults had slightly higher scores on eHealth literacy during the COVID-19 pandemic. Participants' location in the past month and current health issues were associated with eHealth literacy. Qualitative data were collected from nine older adults and included that some older adults retrieved health-related information during the pandemic. However, those who used non-smartphones described difficulties in information retrieval. A glut of misinformation has resulted in an 'infodemic', which has not only increased the difficulty of judging information but also posed challenges in information utilization for older adults.  
**Conclusion**Improving older adults' eHealth literacy is essential in promoting an improved response to major public health events and in providing better health care for this group in the future. It is essential that government health agencies and health care providers provide evidence-based health information via social media platforms. Further efforts are needed to combine aspects of traditional and online health care services and provide reliable and updated online information and resources for older adults.  
**Implications for Nursing Management**Providing evidence to eHealth literacy improvement and health management of older adults in the context of public health events.

Jang, S. J., Youn-Jung Son, & Lee, H. (2022). Intervention types and their effects on workplace bullying among nurses: A systematic review. *Journal of Nursing Management*, 30(6), 1788-1800. doi:<https://doi.org/10.1111/jonm.13655>

**Aim**We aim to integrate the literature on workplace bullying among nurses and identify characteristics of anti-bullying interventions.  
**Background**Workplace bullying in nursing is a major concern, potentially affecting nursing practice, patient outcomes and nurses' health.  
**Evaluation**PubMed, Cochrane Library, CINAHL, EMBASE and PsychINFO were searched for English articles published between January 2011 and December 2020 on workplace bullying among nurses. Eight articles were selected, and quality assessment and data extraction followed.  
**Key Issues**Although the studies employed various intervention approaches, their workplace bullying conceptualizations and instruments varied, as did the outcome variables selected to assess the effects of the intervention.  
**Conclusion**Anti-bullying interventions were effective, and the methods of their delivery have diversified. However, issues such as the lack of conceptual clarity, intervention specificity and elaboration remain unaddressed.

Further studies are needed to develop updated and standardized instruments to tailor anti-bullying interventions. Implications for Nursing Management Upgraded intervention strategies that reflect the contemporary nursing context and participant characteristics are warranted to ensure workplace bullying prevention. Active intervention by upper management is essential to develop and implement effective workplace bullying interventions.

Stafford, S., Avsar, P., Nugent, L., O'Connor, T., Moore, Z., Patton, D., & Watson, C. (2022). What is the impact of patient violence in the emergency department on emergency nurses' intention to leave? *Journal of Nursing Management*, 30(6), 1852-1860. doi:<https://doi.org/10.1111/jonm.13728>

**Aim**To examine the impact that patient violence, experienced in the emergency department, has on emergency nurses' intention to leave their job.  
**Background**Emergency departments have become known for their overcrowding, chaos, unpredictability and violence. Emergency nurses are at high risk of experiencing workplace violence, which is cited in the literature as having a direct effect on general nurses' intention to leave. A high rate of nursing turnover may lead to short staffing, jeopardize the quality of patient care and increase overcrowding and wait times.  
**Evaluation**A systematic review was undertaken in CINAHL, Medline and Psych INFO databases using published data until November 2021. Six articles were included, and PRISMA guidelines were adhered to.  
**Key Issues**Workplace violence in the emergency department had a direct impact on emergency nurses' intention to leave and decreased their job satisfaction. Verbal abuse is the most experienced form of workplace violence.  
**Conclusions**Workplace violence experienced by emergency nurses in the emergency department had a direct positive impact on their intention to leave and subsequently negative impact on their job satisfaction.  
**Implications for Nursing Management**This review may inform clinical decision-making and aid in the development of clinical practice guidelines for a workplace violence prevention programme, specific to the emergency department.

Moustaq Karim, K. R., Islam, K., & Alamgir, H. M. (2022). Coping strategies that motivated frontline nurses while caring for the COVID-19 patients during the pandemic: A scoping review. *Journal of Nursing Management*, 30(6), 1881-1891. doi:<https://doi.org/10.1111/jonm.13644>

**Background**The world faced a great health crisis during the COVID-19 pandemic. Consequently, the health care providers struggled and faced tremendous difficulties in treating high-load critical patients. This was particularly true in low- and middle-income countries where the work and patient loads are always higher and nurses at the forefront must deal with emergencies while being at high risk of exposure. However, little is known about the survival strategies of frontline nurses as dealt with the pandemic.  
**Objectives**This study catalogued the coping strategies of frontline nurses to deal with caring for the COVID-19 patients during the pandemic.  
**Methods**The Arksey O'Malley framework was followed to conduct a scoping review. A systematic literature search was conducted using three databases: Google Scholar, Scopus and PubMed; and out of the 192 studies, 12 met the inclusion criteria set for this review study.  
**Results**A total of 44 strategies were identified that motivated nurses to deal with the COVID-19 situation, and these strategies could be categorized into five main themes: nurses' self-strategies, nurses' strategies at the ethical level, employers' strategies, nursing leaders' strategies and supplementary strategies.  
**Conclusions**The findings of this study will provide guidance for health care workers, employers, policymakers, regulators and other stakeholders to adopt and promote different strategies in managing difficult emergency situations in future.  
**Implications for nursing management**This study emphasizes the importance of learning how to deal with adversity by health care workers and organizations in an emergency.

Parveen, A., McGarry, J., Younas, A., Inayat, S., & Watson, R. (2022). Nurses', midwives' and students' knowledge, attitudes and practices related to domestic violence: A cross-sectional survey. *Journal of Nursing Management*, 30(6), 1434-1444. doi:<https://doi.org/10.1111/jonm.13503>

**Aims**To measure registered nurses', registered midwives', and nursing and midwifery students' current levels of knowledge, attitude and practices related to intimate partner violence.  
**Background**Nurses and midwives whether registered or students need to be confident and competent in identifying and responding to intimate partner violence.  
**Design**A cross-sectional survey.  
**Methods**Data were collected through online surveys using the Physician



Readiness to Manage Intimate Partner Violence Survey. Descriptive and inferential statistics were used to analyse the data. Results Nursing and midwifery students were less knowledgeable and prepared than nurses and midwives. Midwives had more positive attitudes compared with nurses towards women experiencing intimate partner violence. Conclusions Health care institutions and regulatory bodies should provide resources and support to nursing and midwifery professionals. Personal experiences of domestic abuse and professional experience of supporting victims of domestic abuse/intimate partner violence affected practitioner's abilities to identify and manage intimate partner violence. Implications for Nursing Management Nurse and midwifery managers can ensure that clinical and organisational policies and protocols are revisited and updated regularly and that interdisciplinary collaboration is promoted and emphasized for prompt identification and management of intimate partner violence.

de Cordova, P., B., Johansen, M. L., Grafova, I. B., Crincoli, S., Prado, J., & Monika Pogorzelska-Maziarz. (2022). Burnout and intent to leave during COVID-19: A cross-sectional study of new jersey hospital nurses. *Journal of Nursing Management*, 30(6), 1913-1921. doi:<https://doi.org/10.1111/jonm.13647>

**Aim**The aim of this work is to examine staffing, personal protective equipment (PPE) adequacy and physical exhaustion that contributed to burnout and intent to leave among hospital nurses during the first peak of the COVID-19 pandemic. **Background**Burnout is associated with adverse nurse and patient outcomes. Identifying the magnitude of burnout that occurred during the pandemic can prepare managers for the long-term mental health effects on nurses. **Methods**A cross-sectional, electronic survey was administered to examine perceptions of burnout and intent to leave among all New Jersey hospital nurses from October 6 to October 26, 2020. **Results**A total of 3030 nurses responded with 64.3% reporting burnout and 36.5% reporting intent to leave the hospital within a year. There was a significant association between high levels of burnout and intent to leave ( $\chi^2 = 329.4$ ;  $p = .001$ ). There was no association between staffing and burnout; however, reporting inadequate PPE (OR = 1.77 95% CI: 1.34–2.34) and physical exhaustion (OR = 3.89 95% CI: 3.19–4.76) remained predictors of burnout among nurses. **Conclusion**Inadequate PPE and physical exhaustion coupled with short staffing contributed to burnout and intent to leave. **Implications for Nursing Management**Managers should continue to utilize evidence-based mental health interventions and advocate within their nursing professional organizations for relief funds to reduce burnout.

Bry, A., & Wigert, H. (2022). Organizational climate and interpersonal interactions among registered nurses in a neonatal intensive care unit: A qualitative study. *Journal of Nursing Management*, 30(6), 2031-2038. doi:<https://doi.org/10.1111/jonm.13650>

**Aim**The aim of this work is to describe the organizational climate and interpersonal interactions experienced by registered nurses in a level III neonatal intensive care unit. **Background**Neonatal nurses have a demanding task in caring for a varied, highly vulnerable patient population and supporting patients' families. Nurses' psychosocial work environment affects quality of care as well as nurses' job satisfaction and organizational commitment. **Method**Semistructured interviews with 13 nurses, covering numerous aspects of their psychosocial work environment, were analyzed using thematic analysis. **Results**High staff turnover and a preponderance of inexperienced nurses were described as stressful and detrimental to group cohesion. Work at the unit was considered overly demanding for newly qualified nurses, while senior nurses expressed frustration at the work of training new nurses who might not stay. While some were very satisfied with the group climate, others complained of a negative climate and incivilities from some experienced nurses toward new recruits. **Conclusions**High turnover and variable competence among staff present challenges for maintaining a positive organizational climate. **Implications for Nursing Management**Management should communicate a clear sense of the nature of neonatal intensive care when recruiting, foster group cohesion (e.g., by creating stable work teams) and reward commitment to working at the unit.

Budler, L. C., Stricevic, J., Kegl, B., Pevec, M., & Klanjsek, P. (2022). Caring for children and adolescents victims of domestic violence: A qualitative study. *Journal of Nursing Management*, 30(6), 1667-1676. doi:<https://doi.org/10.1111/jonm.13512>

**Aim**To explore nurses' perceptions on caring for children and adolescents who are victims of domestic violence, medical treatment of a victim of domestic violence and social aspects of recognizing this problem.  
**Background**Nurses are often first to recognize family violence; thus, they must have appropriate knowledge, skills and experience. Caring for child victims of domestic violence can be very stressful and emotional and nurses must have support when caring for them.  
**Methods**A qualitative study was conducted between June and August 2020. Interviews were conducted with paediatric nurses in a university hospital in Slovenia. Interviews were transcribed, coded and synthesized.  
**Results**We identified four main categories: violence against children; nurses' perception of caring for a child victim of domestic violence; medical treatment of a child who is a victim of domestic violence; the social aspect of recognizing violence against a child.  
**Conclusions**Domestic violence is present regardless of country, language and nationality. Early interventions should be directed towards recognition of the signs of domestic violence and care for victims of violence and caregivers.  
**Implications for Nursing Management**It is the responsibility of healthcare systems, hospital managers and nurses themselves to provide nursing care for children and adolescent victims of domestic violence based on the newest and best evidence.

Sigal, S. T., Gabay, G., & Kagan, I. (2022). Sexual harassment of religious Jewish nurses by patients and its relation to the ward's listening climate, care avoidance and quality of nursing care. *Journal of Nursing Management*, 30(6), 1610-1619. doi:<https://doi.org/10.1111/jonm.13515>

**Aim**This study aimed to examine the associations between religious Jewish nurses' exposure to sexual harassment by patients, the ward's listening climate, the quality of nursing care and nurses' avoidance of therapeutic contact with harassing patients.  
**Background**A few studies have examined nurses' exposure to sexual harassment by patients, but this phenomenon has not been studied among religious Jewish nurses.  
**Methods**This is a cross-sectional study of 85 nurses who study at a religious Jewish nursing school. Respondents completed self-administered structured questionnaires. Multiple regression analysis was performed to reveal antecedents of the quality of nursing care provided to sexually harassing patients.  
**Results**The more religious the nurses, the more they avoided therapeutic contact with harassing patients. The strongest predictor of reported quality of care for harassing patients was the avoidance of therapeutic contact. Forty-two per cent of the variance in reported quality of nursing care was explained by the employment type and by the avoidance of therapeutic contact, which was related to the nurses' level of religiosity.  
**Conclusions**Nurses' level of religiosity is related to the quality of care provided to sexually harassing patients.  
**Implications for Nursing Management**Nursing leadership must raise awareness of sexual harassment by patients and develop policy and implementation programmes with sensitivity to religious nurses.

Yang, R., Ke, Q., Sally Wai-chi Chan, Liu, Y., Lin, H., Li, W., & Zhu, J. (2022). A cross-sectional examination of the relationship between nurses' experiences of skin lesions and anxiety and depression during the COVID-19 pandemic: Exploring the mediating role of fear and resilience. *Journal of Nursing Management*, 30(6), 1903-1912. doi:<https://doi.org/10.1111/jonm.13638>

**Aim**To explore the mediating role of fear and resilience on the relationship between clinical nurses' reporting of skin lesions and their anxiety and depression during the coronavirus disease 2019 (COVID-19) pandemic.  
**Background**Prolonged personal protective equipment wearing may cause severe skin lesions among clinical nurses. The possible relationship between clinical nurses' reporting of skin lesions and their anxiety and depression remains unknown. Moreover, little is known about what factors could mediate such a relationship.  
**Methods**This is a cross-sectional online survey. CHERRIES was used to report results.  
**Results**Of 2014 participants, 94.8% (n = 1910) reported skin lesions. Skin lesions were positively related to anxiety ( $p < .001$ ,  $\beta = .228$ ,  $SE = .099$ ) and depression ( $p < .001$ ,  $\beta = .187$ ,  $SE = .093$ ). Fear activated while resilience buffered the relationship between clinical nurses' reporting of skin lesions and anxiety and between skin lesions and depression.  
**Conclusion**Reduced fear and enhanced resilience level were related to decreased levels of anxiety and depression among clinical nurses.  
**Implications for nursing management**Nurse managers should evaluate the occurrence and severity of clinical nurses' skin lesions, arrange reasonable working duration to relieve skin lesions, provide appropriate psychological support to reduce clinical nurses' fear and implement various strategies to enhance their resilience, thereby decreasing their anxiety and depression. Clinical trial registration number: ChiCTR2000030290

Chang, A. K., & Ah, Y. K. (2022). Verbal violence and turnover intention among new nurses in Korea: A time-lagged survey. *Journal of Nursing Management*, 30(6), 1823-1830. doi:<https://doi.org/10.1111/jonm.13756>

**Aim**To test a model examining the impact of verbal violence against new nurses on their turnover intention and the mediating effects of emotional reaction and burnout based on affective events theory.  
**Background**In Korea, turnover rate of nurses, especially new nurses, is at a serious level. It is important to verify the paths by which nurses reach a turnover intention after experiencing verbal violence, which is the most common form of workplace violence. In particular, research on new nurses who are vulnerable to exposure to verbal violence and have a high turnover rate is insufficient.  
**Methods**Data were collected using time-lagged online surveys from 212 Korean new nurses. Structural equation modelling was used to test the hypothesized model.  
**Results**The level of the turnover intention of new nurses was almost 4 out of 5. Verbal violence not only has a direct effect on turnover intention but also has an indirect effect through burnout. Emotional reactions and burnout sequentially mediated the relationship between verbal violence and turnover intention; these variables explained approximately 57% of turnover intention.  
**Conclusions**To decrease negative emotional reactions and burnout caused by verbal violence may benefit to reduction of turnover intention of new nurses.  
**Implications for Nursing Management**Our finding highlight the critical need for new nurses' violence interventions that focus on emotional reactions and burnout, and thereby improving desirable patient-co-worker-nurse relationships and quality of life for new nurses.

Papantoniou, P. (2022). Comparative analysis of sexual harassment between male and female nurses: A cross-sectional study in Greece. *Journal of Nursing Management*, 30(6), 1470-1481. doi:<https://doi.org/10.1111/jonm.13419>

**Aims**The aims of this work are to compare the frequency of sexual harassment among male and female nurses in Greece and capture the reasons for not reporting sexual harassment.  
**Background**The #MeToo and #TimesUp movements have emphasized the ubiquity of sexual harassment in health care. Yet, limited studies have explored sexual harassment among male and female nurses and the reasons for not reporting it.  
**Methods**An online cross-sectional survey was conducted using the Sexual Experiences Questionnaire (SEQ) to collect data from 1,264 female nurses and 507 male nurses.  
**Results**Sixty-seven per cent of female nurses have experienced sexual harassment at least once in their working lives, whereas male nurses' exact figure was 41%. The most common type of sexual harassment for both groups was gender harassment, followed by unwanted sexual attention and sexual coercion. Female nurses experienced more severe adverse consequences, whereas male nurses experienced moderate negative consequences.  
**Conclusions**Policy makers and hospital managers should create mechanisms to allow victims to report their experiences and establish an independent committee to assess victims' complaints.  
**Implications for nursing management**Managers are called to change how hospitals deal with sexual harassment cases, modernize their management style, and support sexual harassment victims to break their silence without fear of negative consequences.

Thompson H Forbes, I., II, & Evans, S. (2022). From anticipation to confidence: A descriptive qualitative study of new graduate nurse communication with physicians. *Journal of Nursing Management*, 30(6), 2039-2045. doi:<https://doi.org/10.1111/jonm.13656>

**Aim**The aim of this study was to understand how new graduate nurses experience communication with physicians.  
**Background**Communication is necessary for high-quality health care delivery. With poor patient outcomes as a driving force, knowledge of the dialogue that occurs between new graduate nurses and physicians has been rarely explored.  
**Methods**This qualitative descriptive study involved 13 new graduate nurses from an academic teaching hospital in the south-eastern United States. Data for this study were collected using face-to-face and virtual interviews with a focus on having nurses describe their experience communication with physicians in their current practice.  
**Results**Analysis led to four themes that describe new graduate nurses experience communicating with physicians. Those themes were gaps in preparation, developing confidence, learning to communicate, and interprofessional care.  
**Conclusions**Effective communication with physicians is a stressor for new graduate nurses as they transition to practice. For these nurses, negative emotions in their anticipation of communicating with physicians were developed during their educational experience.  
**Implications for Nursing Management**The findings of

this study emphasize the importance of enhanced interprofessional training in education and practice that facilitate effective communication between the two professions in the practice environment.

Ham, E., Ricciardelli, R., Rodrigues, N. C., Hilton, N. Z., & Seto, M. C. (2022). Beyond workplace violence: Direct and vicarious trauma among psychiatric hospital workers. A qualitative study. *Journal of Nursing Management*, 30(6), 1482-1489. doi:<https://doi.org/10.1111/jonm.13420>

**Aim**We aimed to explore psychiatric nurses' and other psychiatric workers' understanding of trauma in the context of their relationships with the people they care for and the effects on their mental health.**Background**Workplace violence in psychiatric hospitals can lead to mental health problems, including posttraumatic stress disorder. Professional relationships with the people they care for may complicate psychiatric workers' experiences of trauma.**Methods**We qualitatively analysed responses of 30 psychiatric workers who answered relevant open-ended questions in a survey of workplace violence and posttraumatic stress disorder symptoms.**Results**We found that respondents were profoundly affected by violence and vicarious trauma through the current and previous suffering of people in their care. The effects of vicarious exposure and other potentially psychologically traumatic events were often made worse by lack of organizational support.**Conclusion**Not only direct exposure to violent events but also indirect exposure, vicarious traumatic stress and perceived lack of organizational support affect staff's well-being.**Implications for Nursing Management**Management should ensure that mental health supports are not limited to workers directly affected by workplace violence but should extend to those who witnessed the event and to those regularly exposed to vicarious trauma.

Isabel Carmona-Cobo, & Esther Lopez-Zafra. (2022). Hospital nurses experiencing day-to-day workplace incivility: A diary study on the benefits of daily social support. *Journal of Nursing Management*, 30(6), 1577-1589. doi:<https://doi.org/10.1111/jonm.13510>

**Aim**The present study investigated the adverse effects of daily experienced incivility and the positive role of daily social support during the workday in predicting daily emotional exhaustion after work and vitality and positive affect at bedtime.**Background**Despite the broad knowledge of the impact of experienced incivility in different occupations, little is known about day-to-day nurse incivility, much less in the hospital context.**Method**After completing a general questionnaire, hospital nurses (n=96) completed a diary questionnaire twice a day for five consecutive workdays (n =480 diary observations). The diary design had two levels: 5-day repeated measures (Level 1, day level) nested in persons (Level 2, person level) using an experience-sampling methodology.**Results**Multilevel hierarchical analyses showed that incivility during the workday increased emotional exhaustion after work (t=3.00, p = <0.05) and reduced vitality (t=-2.48, p = 0.05) and positive affect (t=-2.23, p = 0.05) at bedtime. However, daily social support during the workday was a crucial job resource that directly benefited hospital nurses' daily wellbeing (t=5.19, p = 0.01 vitality; t=4.89, p = 0.01 positive affect) and buffered the adverse effects of daily workplace incivility (t=-2.33, p = 0.05).**Conclusion**The within-person approach of our findings suggests that supportive practices can reduce day-to-day incivility spirals.**Implications for Nursing Management**Nurse managers can promote a civility culture within their units using in service training programmes at work.

Huang, L., Chang, H., Xiao, P., Zhang, F., Mo, B., & Liu, Y. (2022). Formally reporting incidents of workplace violence among nurses: A scoping review. *Journal of Nursing Management*, 30(6), 1677-1687. doi:<https://doi.org/10.1111/jonm.13567>

**Aim**We aim to describe and synthesize the scientific literature on nurses' formal reporting of workplace violence.**Background**Research on reporting workplace violence among nurses is increasing annually, but the evidence from such reports has not been summarized or analysed.**Evaluation**A scoping review was conducted using electronic databases including PubMed, Web of Science, Scopus, CINAHL and Ovid-Embase.**Key Issues**Forty-nine studies were included in this review, and four significant issues pertinent to reporting of workplace violence was identified: (1) the reporting rate is generally low, and oral report is the most popular medium; (2) nurses are often not satisfied with how the organisation handles their report; (3) the reasons affecting reporting are complex and diverse; and (4) few studies have proposed countermeasures to promote reporting formally.**Conclusions**Scholars are paying

increasing attention to workplace violence; however, the reporting of workplace violence in real world situations is not being facilitated to inform improvements in managing violence in the workplace. Therefore, more countermeasures conducive to reporting urgently need to be put forward. Implications for Nursing Management Nurse managers are in a pivotal position to encourage reporting by their staff, respond pro-actively and advocate for more streamlined and accessible processes. The findings of this review can provide a basis for nursing managers to better manage workplace violence and improve the reporting rate among nurses.

Adams, C., Hooker, L., & Taft, A. (2022). Managing maternal and child health nurses undertaking family violence work in Australia: A qualitative study. *Journal of Nursing Management*, 30(6), 1620-1628. doi:<https://doi.org/10.1111/jonm.13466>

**Aim**To explore the experience of nurse managers managing maternal and child health nurses undertaking family violence work in Victoria, Australia. **Background**Health care practitioners' ability to address violence against women is strengthened by health service systems that include effective staff management and leadership. Maternal and child health nurses work with women experiencing abuse; however, their support by the health system and their managers has not been examined. **Method**Semi-structured interviews with 12 nurse managers in 2019–2020 explored how they supervised and managed nurses. The data were analysed using reflexive thematic analysis. **Results**We identified three themes—(a) managing the service: being resourceful; (b) supporting nurses' emotional safety; and (c) hitting the ground running: the demands on the manager. **Conclusion**Inadequate support for nurse managers undermines workplace well-being and role satisfaction, impacting the safety and supervision of nurses doing family violence work. **Implications for Nursing Management**An integrated family violence systems approach must include improved training and support for nurse managers to enable reflective practice and ensure effective support for nurses working with women experiencing abuse.

Normandin, P. A. (2022). Commentary: A global problem of human trafficking in need of transformational leaders. *Journal of Nursing Management*, 30(6), 1382-1385. doi:<https://doi.org/10.1111/jonm.13583>

**Aim**The aim was to improve the knowledge and skill about human trafficking in nursing and to identify the key components to support nurses to learn the skills of screening, identifying and referral. **Background**Worldwide human trafficking is a hidden epidemic crossing all countries exploiting over 4.3 million people. Nurses have received inconsistent or nonexistent human trafficking education. Nurses need training to have the self-efficacy, knowledge and skill to refer persons entrapped in human trafficking. **Evaluation**This novel online educational programme titled See, Pull, Cut the Threads of Human Trafficking Violence© was piloted with a small group of emergency nurses to study the variables of self-efficacy, knowledge and skills as they related to performance of screening, identifying and referral of human trafficked persons. **Conclusion**Emergency nurses gained human trafficking knowledge after education that examined the nurses', self-efficacy, knowledge and skills to perform screening, identification and referral. **Implications for nursing management**Transformational leadership style is an important model to introduce new nursing practices that educate and train staff about human trafficking. Nursing administrators and directors are in an ideal position to promote and secure human trafficking training for nurses. Tufts Medical Center and Tufts University Institutional Review Board (IRB) granted approval for this study on 24 January 2019, with EXEMPT Status, IRB # 13211.

Corbally, M. (2022). The ever-present problem of violence and abuse in health care settings. *Journal of Nursing Management*, 30(6), 1379-1381. doi:<https://doi.org/10.1111/jonm.13730>

Ayşe Çiçek Korkmaz, & Altuntaş, S. (2022). A bibliometric analysis of COVID-19 publications in nursing by visual mapping method. *Journal of Nursing Management*, 30(6), 1892-1902. doi:<https://doi.org/10.1111/jonm.13636>

**Aim**This study conducted a bibliometric analysis of nursing publications on the COVID-19 between 1 January 2020, and 24 October 2021. **Background**COVID-19 has been a hot research topic that has attracted many researchers from various disciplines. One of the ways to combat the COVID-19 pandemic is to produce knowledge and present it with a holistic approach. Therefore, it is crucial to make bibliometric and content analyses of scientific publications. Scientific data should be evaluated to keep up with the developments in the nursing profession and practices during

the COVID-19 pandemic. Methods Data were collected from the Web of Science database. The sample consisted of 1280 publications that met the inclusion criteria. The data were analysed using descriptive content and bibliometric analysis. The VOSviewer, a mapping and visualization software program, was used for bibliometric analysis. Results The United States is one of the countries with the highest number of publications, citations and international cooperation during the pandemic. Of all these publications, 1183 (92.42%) are original articles. The Journal of Nursing Management has the highest number of publications and citations. The publications focus primarily on the topics of COVID-19, pandemic, nursing, coronavirus and nurses. The current topics that the publications address are online education, online learning, practice, nursing student, perceived stress, stress, fear, quality of life and experience to determine the impacts of the pandemic on mental health nursing education. Conclusions The COVID-19 pandemic has an impact on nursing, and the number of publications is increasing worldwide. In the early days of the pandemic, researchers focused on the topics of coronavirus infections, infection control, global health, health policy and nursing policy. Afterward, they addressed current topics, such as education and the psychological effects of the pandemic. Implications for nursing management Our results will help nurse managers identify issues related to COVID-19 that have not been researched yet and have not been adequately explained in their own institutions. They will also help them choose appropriate journals to get their studies published, appropriate countries to cooperate with and access information about the studies on the subject matter. Our results will also help them make evidence-based decisions about mental health and nursing education.

Baek, H., & Trinkoff, A. M. (2022). Bullying experience and the work environment in nurses: A cross-sectional data analysis. *Journal of Nursing Management*, 30(6), 1861-1868. doi:<https://doi.org/10.1111/jonm.13727>

---

Database copyright © 2023 ProQuest LLC. All rights reserved.

[Terms and Conditions](#) [Contact ProQuest](#)