

Nurses Research On Exposure to Stress

N-RES Newsletter

Department of Psychology
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N-RES Progress

We welcome Derek Hutchinson to the N-RES team. Derek is a first year doctoral student in the USF Industrial/Organizational Psychology program.

The N-RES Project has enrolled 10 cohorts of USF BA-level graduates since the beginning in April 2010. They complete a baseline survey at USF, and follow-up surveys after graduation. For the past two years preliminary results were presented at a variety of national conferences, including the Academy of Management and Southern Management Association. Six cohorts have complete data for one year after graduation, so we can now prepare papers for publication in research journals.

N-RES is concerned with injuries and violence exposure in new nurses, and both phases of the study included both. Phase 1 involved the first 6 cohorts and focused more on violence than injuries. Phase 2, beginning with Cohort 7 changed the balance to focus more attention on injuries than violence. One of the main differences in the two phases concerns the climate that was assessed. One of the major goals of the study is to determine if the organizational climate (policies and practices in organizations that affect nurse well-being) where the nurses work would have an impact on injuries and violence. Phase 1 focused on violence prevention climate (workplace policies and practices that focus on reducing violence), showing that climate assessed at 6 months after graduation predicted violence exposure at 12 months. The second phase investigates the impact of safety climate (policies and practices designed to keep nurses safe from injury). Data collection for this phase is expected to be completed in spring of 2015.

Quantitative Review of Violence Rates Among Nurses

Our N-RES team conducted a quantitative review of studies reporting the incidence rates of different forms of workplace violence for nurses. We were able to locate 136 articles that reported violence exposure from more than 150,000 nurses worldwide. Across different countries and settings, we found that about one-third of nurses report being physically assaulted, about two-thirds being non-physically assaulted, about a quarter being bullied, and about one-third being injured in an assault. Physical assaults varied considerably by setting, with three having particularly high rates (Emergency departments = 50%, Geriatric facilities = 46%, and Psychiatric facilities = 55%). Not surprisingly, the source of most physical assaults was patients or patient families and friends. Nonphysical violence is more balanced across settings, with about one-fifth coming from other nurses, and even more coming from physicians.

Source: Spector, P. E., Zhou, Z. E., & Che, X. X. (In press). Nurse exposure to physical and nonphysical violence, bullying, and sexual harassment: A quantitative review. *International Journal of Nursing Studies*. doi: <http://dx.doi.org/10.1016/j.ijnurstu.2013.01.010>

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The N-RES newsletter is designed to keep our research community and participants in our research informed about our research, as well as research by others concerning stressful working conditions of nurses, including workplace violence. In future issues we will provide updates to our research on nursing graduates. To contact us, either e-mail or phone Professor Paul Spector pspector@usf.edu, 813-974-0357.