

TAP TO GO BACK TO KIOSK MENU

# Violence Experienced by Nurses Working in Hospitals

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## Introduction/Problem

The problem of violence experienced by RNs working in hospitals is important to solve for a variety of reasons. There can be significant physical and psychological harm experienced by these healthcare workers who experience violence, including physical injury, disability, psychological trauma or death (National Institute for Occupational Safety and Health (NIOSH), 2002).

## Aim/Goal

To explore the results of an evaluation of nurses' experiences and beliefs about physical violence and/or aggression in the workplace and how the Code of Ethics for Nurses with Interpretive Statements of the American Nurses Association (ANA) may support and guide decision making and recommendations for organizations (ANA, 2015).

## Methods

The methodology and analysis was based upon Clark and Estes (2008) Gap Analysis Framework and focused on knowledge, motivation and organizational elements related violence experienced by RNs working in hospitals in Massachusetts. Snowball sampling was used to invite RNs to participate in an electronic survey that included fixed responses and some open ended items. To analyze the open-ended responses within the survey this investigator coded the data and developed a codebook reflecting the conceptual framework in relation to answering the research questions. Descriptive statistics was applied to for the quantitative analysis.

## Results

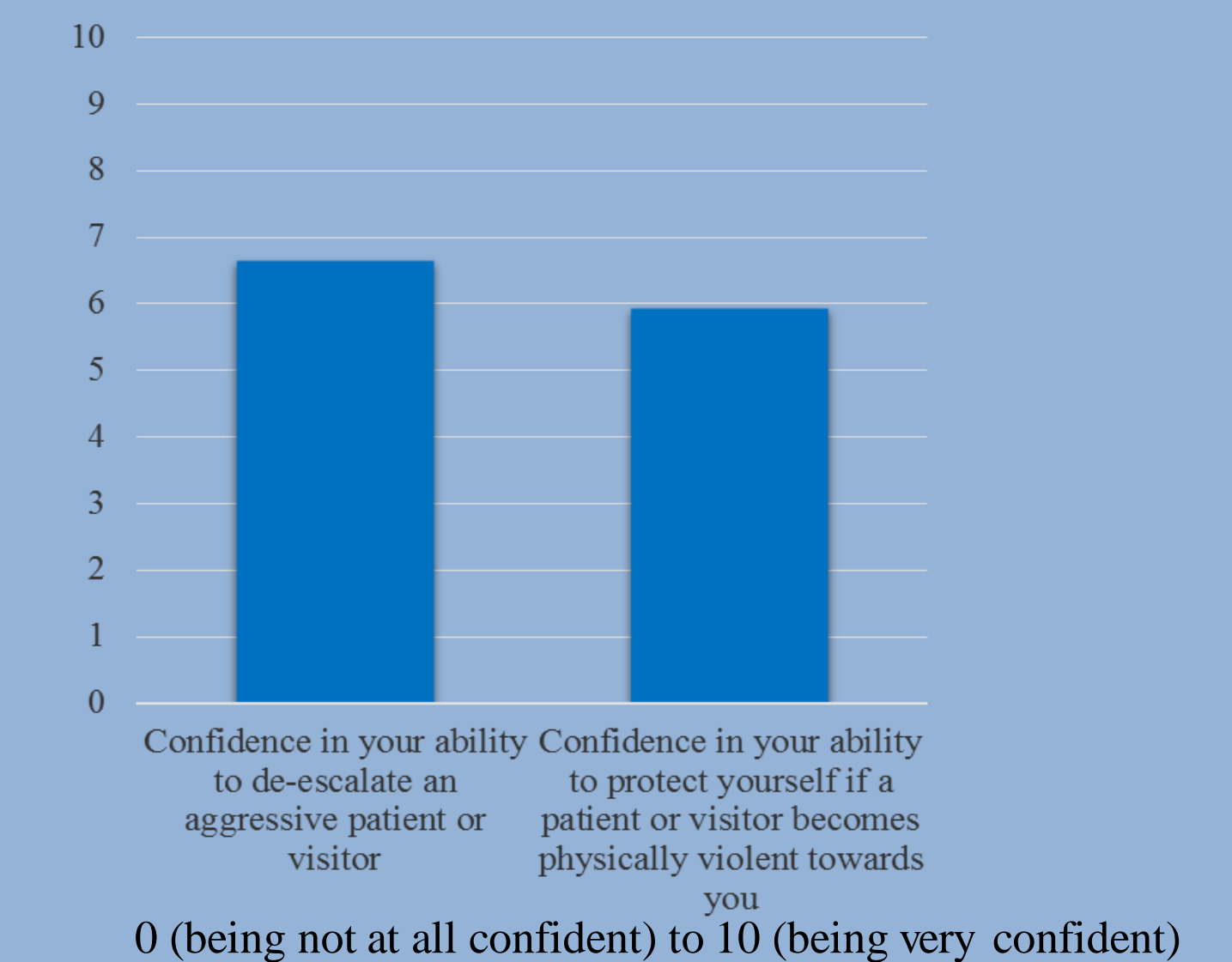
The sample size was 254. The data collected included demographics, frequency of experiencing acts of aggression and/or physical violence, frequency of reporting these incidents, and an assessment of the knowledge, motivation, and organizational influences related this problem of practice. The two major findings were that there was a lack of reporting of these types of incidents and there was low self-efficacy of RNs related to this problem of practice.

## Major Themes

### 1. Lack of Reporting

- 83.2% of RNs reported that on average they experience aggression or physical violence from patients or visitors at least a couple of times a year,
- Only 19.8% of RNs actually report these incidents most of the time or always.

Confidence level of RNs



### 2. Low Self Efficacy

## Recommendations for Practice

Address the knowledge, motivation and organizational influences using Clark and Estes (2008) framework supported by the ANA Code of Ethics for Nurses with Interpretive Statements, specifically the "Promotion of Personal Health, Safety, and Well-Being" as well as the "Preservation of Integrity" (ANA, 2015).

For more information, contact:

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