A Meta-Synthesis of Qualitative Evidence Describing Nurse Leaders’ Experience of Upward Violence

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Disclaimer

- We are affiliated with academic institutions in Canada.
- We are not endorsing any programs, software or products in this presentation, but we did use the Joanna Briggs Institute Critical Appraisal Tools / Checklist for Qualitative Research.
- We have no financial relationships to disclose.
Objectives of This Presentation

1. Define upwards violence
2. Differentiate upwards violence from other forms of negative workplace behaviour
3. Describe nurse leaders' experience of upwards violence
4. Discuss implications for nursing research and practice stemming from the findings of this systematic review
You are here.

University of Windsor

Memorial University
What is Upwards Bullying?

What Is Upwards Violence?
Negative workplace behaviour directed upwards - May begin with incivility and escalate......
Background
Upwards Violence

- This violence may manifest as incivility, passive aggressive behavior, rudeness, social ostracizing, bullying, mobbing, threats or physical violence, gossiping and criticism.

- Evidence suggests that upwards violence may be an impetus for a hostile or toxic work environment and contribute to a loss of effective management, and destruction of a leader’s credibility.
Inclusion Criteria – Participants

- Nurse Leaders who have said they experienced upwards violence in nursing workplaces from persons they supervise.

Phenomenon of Interest

- The experience of upwards violence in nursing workplaces, which is violence directed towards nurse leaders...

Context

- Workplace Settings

Types of Studies: This review considered all studies that used all types of qualitative methodology (e.g. phenomenology, grounded theory, feminist research, case study, etc.).
» Nursing students to nursing instructor/faculty

» Nurse to nurse manager

» Nursing faculty members towards the Director or Dean
Methodology

Available at: http://joannabriggs.org/research/critical-appraisal-tools.html
Methodology

Review Question:
- What are nurse leaders’ experiences of upwards violence in nursing workplaces?

Keywords:
- Bullying; incivility; interpersonal hostility; mobbing; upwards violence

Information Sources:
Study Selection

- Citations and abstracts uploaded to Covidence and duplicates removed
- Two reviewers independently assessed titles and abstracts to identify potential studies
- Full articles of potential studies uploaded to Covidence
- Studies that met inclusion criteria uploaded to JBI Sumari
Prisma Flow Diagram*

1174 references imported for screening

1157 studies screened

34 full-text studies assessed for eligibility

5 studies included

17 duplicates removed

1122 studies irrelevant

29 studies excluded
  Show reasons

0 studies ongoing
0 studies awaiting classification

*In progress at time of slide creation
Assessment of Methodological Quality

- Two Reviewers (with a third reviewer for discrepancies in decision-making)
- Independently critically appraised the studies for methodological quality
- Used the criteria in the JBI Critical Appraisal Checklist for Qualitative Research (2018)
Details about the nurse leaders’ experiences

Qualitative Findings pooled & using a meta-aggregation approach = synthesis of findings

2 Independent Reviewers
Data Synthesis

Qualitative findings pooled, with the meta-aggregation approach, for the synthesis of findings for this systematic review.
Establishing confidence in the output of qualitative research synthesis: the ConQual approach

(Munn, Porritt, Lockwood, Aromataris, Pearson, 2014)

A Process

- Dependability & credibility
- Critical appraisal questions.
- Overall ranking to rate the confidence.
- Five questions also address issues of confirmability.
Five Questions

Is there congruity between the research methodology and........

- the research question or objectives?
- the methods used to collect data?
- the representation and analysis of data?

Is there a statement locating the researcher culturally or theoretically?

Is the influence of the researcher on the research, and vice-versa addressed?
Our Study

Critical Appraisal Results

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<td>Rad M, Moonaghi HK, Ildarabadi E. 2017.</td>
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<td>Masoumpoor A, Borhani F, Abbaszadeh A, Rassouli M. 2017.</td>
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Preliminary Findings

- Categories Aggregated from findings relating to nurse leaders’ experiences of upwards violence

- Effects on the learning environment and practice environments
- Behaviours against the victim as perceived by the victim.
- Harm to the target of the upwards violence
- Harm to others by the upwards violence
- Reactions to perceived threats of violence
- The perceived and real costs of upwards violence
Implications for Nursing Research & Practice

- Recognition of the phenomenon of Upwards Violence

- Create an awareness of upwards violence in leadership training when discussing all forms of bullying behaviour.

- Explore strategies to mitigate the impact of upwards violence on faculty, nurse managers, and nurses in academic leadership positions.

- Further study of …….


Thank you