Horizontal Violence: Does it Exist and Does it Impact Perioperative Staff?

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Learning Outcomes

• Participants will gain insight into the phenomenon of bullying as it occurs in perioperative workplace and its effect on turnover to perioperative personnel.
Research Questions

1. What, if any, are the types and frequencies of bullying behaviors experienced by perioperative nurses in Midwest U.S. health care settings?
2. Who are the principal perpetrators of bullying behaviors in perioperative nurses settings in Midwest U.S. health care settings?
3. What, if any, impact does the experience of bullying have on perioperative nurses?
4. What, if any, impact does the experience of bullying have on the employing organization?
5. How, if at all, do any experiences of workplace bullying, affect perioperative nurses’ intentions to leave the organization/nursing profession?
Someone withholding information which affects your performance

- 8.77%
- 22.81%
- 7%
Being humiliated or ridiculed in connection with your work

- 1.75%
- 15.79%
- 15.79%
Being ordered to do work below your level of competence

- 21%
- 7%
- 12%
Spreading of gossip and rumors about you

- 3.5%
- 14%
- 8.77%
Being ignored or excluded

- 10.53%
- 17.54%
- 7%
Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life

- 8.77%
- 10.53%
- 8.77%
Being shouted at or being the target of spontaneous anger (or rage)

- 3.51%
- 12.28%
- 15.79%
Intimidating behavior such as finger-pointing, invasion of personal space, shoving, blocking/barring the way

- 1.79%
- 5.36%
- 5.36%
Hints or signals from others that you should quit your job

- 3.51%
- 1.75%
- 3.51%
Repeated reminders of your errors or mistakes

- 5.26%
- 5.26%
- 7%
Being ignored or facing a hostile reaction when you approach

- 8.77%
- 12.28%
- 7%
Persistent criticism of your work and effort

- 3.5%
- 15.79%
- 1.75%
Having your opinions and views ignored

- 12.28%
- 21%
- 8.77%
Excessive monitoring of your work

- 14%
- 7%
- 7%
Being the subject of excessive teasing and sarcasm

- 5%
- 10.5%
- 1.75%
Being exposed to an unmanageable workload

- 5%
- 15.8%
- 7%
Threats of violence or physical abuse or actual abuse

- 0%
- 1.75%
- 1.75%
Have you been bullied at work?

- 0%
- 14%
- 14%
- 14%
If your answer to the previous question was «Yes», please tick the appropriate box(es) below to state who you were bullied by:

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>My immediate superior</td>
<td>19.05%</td>
<td>8</td>
</tr>
<tr>
<td>Other superiors/managers in the organisation</td>
<td>11.90%</td>
<td>5</td>
</tr>
<tr>
<td>Colleagues</td>
<td>42.86%</td>
<td>18</td>
</tr>
<tr>
<td>Subordinates</td>
<td>7.14%</td>
<td>3</td>
</tr>
<tr>
<td>Customers/patients/students, etc.</td>
<td>7.14%</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>11.90%</td>
<td>5</td>
</tr>
</tbody>
</table>
Please state the number and gender of your perpetrators:

<table>
<thead>
<tr>
<th>Number</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Male</td>
</tr>
<tr>
<td>1</td>
<td>Female</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
</tr>
<tr>
<td>2</td>
<td>Male and Female</td>
</tr>
<tr>
<td>1</td>
<td>Male</td>
</tr>
<tr>
<td>5-7</td>
<td>Female</td>
</tr>
</tbody>
</table>
Please state the number and gender of your perpetrators:

<table>
<thead>
<tr>
<th>Number</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>Mainly Male, some Female</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
</tr>
<tr>
<td>3</td>
<td>Female</td>
</tr>
<tr>
<td>1</td>
<td>Male</td>
</tr>
<tr>
<td>1</td>
<td>Male</td>
</tr>
<tr>
<td>1</td>
<td>Female</td>
</tr>
</tbody>
</table>
Please state the number and gender of your perpetrators:

<table>
<thead>
<tr>
<th>Number</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Female</td>
</tr>
<tr>
<td>1</td>
<td>Female</td>
</tr>
<tr>
<td>4</td>
<td>Female</td>
</tr>
<tr>
<td>1</td>
<td>Female</td>
</tr>
<tr>
<td>Not disclosed</td>
<td>Varies</td>
</tr>
<tr>
<td>1</td>
<td>Female</td>
</tr>
</tbody>
</table>
Please state the number and gender of your perpetrators:

<table>
<thead>
<tr>
<th>Number</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Female</td>
</tr>
<tr>
<td>5</td>
<td>Females</td>
</tr>
<tr>
<td>1</td>
<td>Male</td>
</tr>
<tr>
<td>1 or 2</td>
<td>Female</td>
</tr>
<tr>
<td>3</td>
<td>Male physicians</td>
</tr>
<tr>
<td>3</td>
<td>Female</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
</tr>
<tr>
<td>3</td>
<td>Male Surgeons</td>
</tr>
</tbody>
</table>
I am seriously considering quitting this job.

- Strongly agree 3.5%
- Agree 19.3%
Financial Impact

- The costs for replacement of an OR position has been estimated to be 75-125% of base salary.
Challenges

- If unaddressed bullying can lead to errors in practice.
- High rate of sickness and absenteeism
- Diminished group cohesion
- Lower patient outcomes
- Increased cost for the organization period
Next Steps

• What can be done to mitigate the causes of bullying
References