Title:
Workplace Bullying Experienced by African-American Nurses and Its Impact on Intent to Leave

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Session Title:
CLINICAL SESSION: Collaborative Strategies to Improve the Workplace

Slot:
CE 03: Sunday, April 14, 2013: 10:30 AM-11:45 AM

Scheduled Time:
11:10 AM

Keywords:
African-American nurses, bullying and intent to leave

References:

Abstract Text:
Healthy Work Environments (HWEs) are the responsibility of all healthcare professionals. Several factors contribute HWEs, including skilled communication and true collaboration. Bullying as a disruptive behavior prevents true collaboration between nurses. In the workplace, this negative behavior frequently results in nurse turnover, decreased quality of care, and increased costs to organizations. With the current nursing shortage and with large numbers of nurses retiring in the next 15 years, it is critical that organizations find innovative ways to decrease bullying to retain nurses and contribute to the health of the environment. Further, it is imperative to retain a diverse nurse workforce to promote access to care for all populations. Research examining the prevalence and impact of bullying behaviors on minority nurses is lacking. The purpose of this study is to evaluate the prevalence of bullying experienced by African-American nurses and to analyze the relationship of this negative behavior on intent to leave work positions. The theoretical framework of oppressed group behavior guided the development of the survey tool and study design. Results from a sample of 318 African-American registered nurses active in practice indicate a 19.8% prevalence rate of bullying and a moderately strong relationship of bullying with nurses' intent to leave the workplace.