UNDERSTANDING WORKPLACE RECIPROCITY OF EMERGENCY NURSES: A QUALITATIVE STUDY

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<table>
<thead>
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<tbody>
<tr>
<td>Conflict of Interest</td>
<td>None</td>
</tr>
<tr>
<td>Employer</td>
<td>Concordia College - NY</td>
</tr>
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<td>Sponsorship/Commercial Support</td>
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GOALS AND OBJECTIVES

• Session Goal
  • Disseminate research findings of workplace reciprocity of emergency nurses

• Session Objectives
  • Discuss Giorgi’s Descriptive Phenomenological Methodology
  • Interpret the resulting essences of the research
  • Appraise the essences in relation to a nursing model
  • Propose ideas for further research
THE CONCEPT OF STUDY

- Workplace reciprocity
  - To give and to receive
  - Symbolic and/or tangible
  - Directly and/or indirectly
  - Positive and/or negative

To reciprocate is an unconscious activity that permeates all cultures and helps to initiate and maintain social ties and interactions among individuals.

METHODOLOGY APPLIED

• Qualitative
  • Amedeo Giorgi’s Descriptive Phenomenological Method in Psychology
    • Naïveté during interview
    • Gain a sense of the whole experience
    • Individual meaning units
    • Essences
METHODOLOGY APPLIED

• Purposive Sample
  • Emergency Nurses currently working in an emergency department with three or more years of emergency nursing experience
  • Obtained through snowball technique
• Research question:
  • As an emergency nurse, what is it like to work with other emergency nurses?
THE RESULTS
LITERATURE

• ED Culture
  • Parsons, Cornett, & Burns, 2005
  • DeCordova, Phibbs, & Stone, 2013

• Balancing
  • Eley & Eley, 2011
  • Yee & Swillum, 2003; Arzoomanian & Keys, 2008; McCallin & Frankson, 2010

• Technology
  • Kossman & Scheidenhelm, 2008

• Caring
  • Adam & Sharp, 2013

• Bridging
  • DiCicco-Bloom, Frederickson, O’Malley, Shaw, Crosson, & Looney, 2007
  • Newell, Tansley, & Huang, 2004

• Connection
  • DiCicco-Bloom, Frederickson, O’Malley, Shaw, Crosson, & Looney, 2007
<table>
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<tr>
<th>Essences</th>
<th>Humanistic Nursing Theory</th>
<th>Humanistic Nursing Theory Meaning</th>
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<tbody>
<tr>
<td>Balancing</td>
<td>Incarnate man</td>
<td>patient and nurse</td>
</tr>
<tr>
<td>Bridging</td>
<td>Meeting</td>
<td>being and becoming</td>
</tr>
<tr>
<td>Connection</td>
<td>Goal directed</td>
<td>nurturing well being and more being</td>
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<tr>
<td>Caring</td>
<td>Intersubjective transaction</td>
<td>being with; doing with</td>
</tr>
<tr>
<td>Technology</td>
<td>Occurring in time and space</td>
<td>measured as lived by patient and nurse</td>
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<tr>
<td>Culture</td>
<td>In a world of men and things</td>
<td>culture</td>
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Paterson & Zderad, 1976
RECOMMENDATIONS FOR FURTHER RESEARCH

- There are actually several!
- Ethnographic study
  - ED culture
- Phenomenological study
  - Emergency nurse
THANK YOU...

• Any questions?

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