

The Process of Critical Care Nursing Resilience in Workplace Adversity

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Abstract

Critical care nurses are at risk for burnout when confronted with sustained workplace adversity, which stems from a variety of social, structural, and environmental factors. Researchers have suggested that nurses can become resilient and overcome workplace adversity to achieve positive outcomes. The purpose of this study is to learn more about critical care nurses' experiences with workplace adversity, and their process of becoming resilient. The research question will be: what is the process of critical care nursing resilience in workplace adversity? In-depth interviews with critical care nurses will provide the data to inductively generate the grounded theory. Strict ethical standards will be adhered to throughout the research process. The resultant grounded theory will provide a framework to inform nurses and managers in developing interventions to support critical care nurses in their workplace. By enhancing nursing resilience, burnout may be avoided, and nurse satisfaction and overall quality of care may be improved.

Literature Review

- The health care system creates a challenging climate for nurses (Jackson et al., 2007)
- There are unique adverse factors in critical care settings (Epp, 2012)
- Many nurses become burnt out, yet burnout is not inevitable (Epp, 2012)
- Anyone can be resilient (Lee et al., 2013)
- Resilience holds promise to enable individuals to thrive despite difficult circumstances (Fletcher & Sarkar, 2013, 2012)

Significance of Study

- Prevent nursing burnout, and promote nursing resilience to care for the caregiver
- Promote better patient care in hospitals by supporting nurses
- Retain nurses and decrease staffing turnover
- Save costs in health care system by reducing staffing expenses

Research Method

- Grounded theory method (Corbin & Strauss, 2008)
- Constant-comparative analysis

Research Design

- Purposive & theoretical sampling
- 1:1 interviews with nurses
- Memos and reflective journaling
- Inductively generate grounded theory from research data

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Research Purpose

The purpose of this study is to learn about critical care nurses' experiences with workplace adversity, and process of resilience

Research Question

What is the process of critical care nursing resilience in workplace adversity?

What this Study Will Add

- Define and study resilience as a process
- Provide novel contribution to resilience literature through understanding of nursing resilience process
- Create theoretical framework to promote nursing resilience and prevent burnout



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