"Becoming Someone Different”: A Grounded Theory Study of How Nurses Integrate Pregnancy and Full Time Employment

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Introduction

• 1.7 million nurses in the U.S., 40% within child-bearing age (20-44) (U.S. Dept. Labor Stats, 2010)
• 65% of these nurses are employed Full-time
• Pregnancy, then, is a likely possibility
• There is a need to further explore the influence of Pregnancy on employment

Background: Nursing

• Nursing is physically-demanding & stressful (Tucker, Harris, Pipe & Stevens, 2010)
• The focus of studies involving pregnant nurses has been primarily on issues surrounding safety, chemicals & diseases to avoid (Kaerlev, 2007; Good, 2006)
• Other professions (Law enforcement, massage therapy, corporate America) have been innovative in their approaches to help female employees integrate pregnancy & full-time employment

Purpose

• The purpose of this research is to provide a holistic exploration of how pregnant registered professional nurses integrate pregnancy and full time employment

Background: Nursing

• What was missing for nursing: A Holistic Approach that explores how nurses integrate pregnancy and full-time employment
• Answer the Question:What is it all about? What’s the experience of being pregnant and working like for nurses? Nothing is known (Good, Bad, or in between..)
• It’s the “Gap” in the literature

Methodology

• Qualitative- Grounded Theory
• Used to explore areas about which little is known, or where much is known, but there is a need to go beyond description (social process/social context) to develop a substantive theory that is grounded in data

Sample

• Theoretical Sampling: based on the data, rather than established before the research begins. Concepts emerge from the initial round of data collection
• To include nurses, persons, or situations that will provide information about the concepts they want to study (within their professional and daily lives)
• Definition: Participants will have to be female, RNs, pregnant, and employ them in the between...

Data Analysis

• Glaser
• Coding: Open, Axial, and Selective Coding
• Codes/Concepts        Categories        Core Model
• Generate a theory of social process (i.e. theory grounded in data)

Implications for Nurse Leaders

• Assess & evaluate the Culture of the Nursing Unit
• Communication between the pregnant RN and the Nurse Manager/Asst. Nurse Manager and/or Director is essential
• Nurse Leaders need a clear understanding of the Pregnancy Discrimination Act (PDA) and the Pregnancy, Maternity Discrimination Act (PMDA)
• Use collective voice to re-evaluate existing maternity leave policies nationally

Background: Nursing

• Pregnancy, then, is likely to influence how women act, and how they act in the workplace
• Job role has been defined as Masculine or Feminine
• Double standards: highest concentration of women employees: Vocational & Health Care is one in ten working women who are employed in a service occupation that is predominantly female

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“Becoming Someone Different”

• Supported by 4 emergent themes:
• Looking different, Feeling different
• Expectations while Expecting
• Connecting differently
• Transitioning Labor

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