Title:
Exploring Nurses' Feelings on Floating: A Phenomenological Study

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Session Title:
Exploring Nurses' Feelings on Floating: A Phenomenological Study
Slot:
C 02: Saturday, 18 March 2017: 8:00 AM-8:45 AM
Scheduled Time:
8:00 AM

Keywords:
Floating, Nurses and Phenomenology

References:


Abstract Summary:
The current study aimed to explore nurses' lived experiences floating in an acute health care facility. The purposive sample included eleven full-time male and female registered nurses who routinely float. Participants described their feelings during recorded interviews based on three open-ended research questions to address the research purpose.

Learning Activity:

| LEARNING OBJECTIVES | EXPANDED CONTENT OUTLINE |
| Define the factors influencing nurse' feelings when floating | The factors that influence nurses’ feelings on floating are linked to the themes described below: 1- The workflow process (chaotic flow, lack of orientation, poor communication) 2-The patients care assignment (perceived unfair) 3- The work environment (unfamiliar, little or no help, no teamwork,) 4- The psychological components (stress/anxiety, frustration related to fear of the unknown and not knowing when floating) 5- The sociological factors (perceived unfriendliness and unwelcoming attitude of staff from the receiving unit) 6- The physiological needs (difficulty taking a meal break) |
| Cite at least two recommendations to health care leaders on floating as a phenomenon | Six recommendations to leadership resulted from the study findings. These recommendations may apply to leadership and health care organizations, both in the country and abroad, in which leaders use floating as an alternative staffing strategy. 1- Create a task force in order to conduct a thorough analysis of existing float policy and to look at the overall workflow process. 2- Purchase, update, or develop a database system, which would grant floating nurses immediate access to areas of the hospital necessary to perform work-related tasks. 3- Creating something called “zone floating 4- Instruct resource nurses to base the patient-care assignment for the incoming nurses on the acuity of the patients. 5- Create a “buddy” system in which the charge nurse assigns a “buddy” to the floating nurse. 6- Have a folder (an excel spreadsheet or a word document) in health care institutions shared drive accessible to nurses that contains a record of names and dates when nurses floated |

**Abstract Text:**

The purpose of the current study was to explore nurses’ lived experiences floating in an acute health care facility within a large southern city of the United States. Husserl’s transcendental approach assisted in capturing the essence of floating as a lived phenomenon occurring in the nurses’ natural work environment. Husserl (1970b/1901) addressed consciousness as the awareness of objects in the outer world translated into meaning. Karasek job demand-control (JDC) was the theoretical framework. The core concept of Karasek’s JDC is the effect of stress on workers. JDC encompasses a three-dimensional paradigm (affective strain, work overload, and control). JDC is a bi-dimensional model, which includes the
concepts of job demand, job control, and their additive/multiplicative effects. The study data analysis was conducted using the NVivo 10 software and Giorgi’s six steps, reflecting Husserl’s descriptive transcendental phenomenology. The study purposive sample included eleven full-time staff male and female registered nurses who routinely float to other units. Participants described their feelings on floating during digitally recorded interviews based on three open-ended interview questions aligned with the research questions to address the research purpose. Six themes emerging from the data analysis were (1) workflow process, (2) patients care assignment, (3) work environment, (4) psychological components, (5) sociological factors, and (6) physiological needs. Nurses expressed concerns about their ability to deliver quality/safe patients care in areas different from their home unit. In this study, nurses recognized that they have to float for diverse reasons, a finding different from previous studies. A conclusive evidence from this study was that nurses are reluctant to float but will do so comfortably if there were some measures in place to ease the process. The recommendations included ideas for changes in floating based on the data analyzed from participants’ responses. With the predicted nursing shortage, leaders may want to consider reviewing their policy on floating. This initiative may prevent staff dissatisfaction, burnout, and costly turnover and enhance nurses’ recruitment and retention in health care organizations.