Exploring Nurses’ Feelings On Floating: A Phenomenological Study

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Disclosure

Conflict of interest statement: No conflict of interest to disclose

Employer: Baptist Health South Florida
Commercial support: none
Sponsorship: none
Objectives

1-Define the factors influencing nurses’ feelings when floating
2-Cite at least two recommendations to health care leaders on floating as a phenomenon
Acknowledgement

Dean Blevins, PhD
Charlene Romer, PhD, RN
Paul G. Ward, PhD
Presentation Outline

- Background
- Theoretical Framework
- Research Questions

- Method
- Design
- Sample
- Data Collection
- Validity & Reliability

- Results
- Implications
- Limitations
- Future Directions
Background

Floating
- Temporarily moving nurses
- Strategy to solve staffing issues
- Borrowing nurses

Literature Review
- Voluntary
- Mandatory
- 1978 to 2014, no phenomenological studies
- Cost containment measures

Nurses Feelings
- Quantitative studies
- Strong negative feelings
- Stress
- Disapproval

Nurses Concerns
- Patient Safety
- Medication error
- Fear of Legal Issues
Problem Statement and Purpose

Specialized Nursing Care & Lack of general knowledge

No phenomenological data describing nurses’ feelings on mandatory floating

To explore nurses’ lived experiences floating
Importance of the Research

1) Nurses
   a. Feelings
   b. Opinion
   c. Updated Information

2) Leadership
   a. Link between floating, scheduling, and staffing
   b. Workflow process

3) Patient Care
   a. Delay in Treatment
   b. Quality of care
   c. Patient Safety

4) Future Research
   a. Phenomenological studies
   b. Non-magnet institutions

5) Nursing Profession
   a. Filling the gap
   b. Measures identified by nurses
Theoretical Models

Maslow’s hierarchy of needs

Bandura Socio cognitive Theory

Bagozzi’s Attitude Theory

Karasek Job Demand-Control

Qualitative demand

Quantitative demand;

Job control, application to nursing & validation

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Research Questions

- RQ 1: What are nurses’ experiences when it comes to floating?
- RQ 2: What are nurses’ feelings when floating?
- RQ 3: What factors influence nurses’ feelings when floating?
Assumptions

3 Assumptions

Assumption 1
Nurses’ feelings influence their work and patients’ care, warranting further research.

Assumption 2
Floating affects nurses daily lives and health care institutions.

Assumption 3
Participants will answer honestly to the main interview questions during the interview process.

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Research Method Overview

Method: Qualitative

Design: Transcendental Phenomenological
Husserl’s Model
Method Appropriateness

- Individuals’ perceptions
- Matching Study purpose
- Appropriateness
- Data Collection
- Understanding of Same Event
Population and Sample

(Christensen, Johnson, & Turner., 2011).

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Recruitment

- Email to managers
- Morning Huddles
- Flyers
- Exclusion/Inclusion criteria
Data Collection Methods

Interview

Observation

Recording

Instrument: researcher
Primary phase: getting acquainted, purpose review, IC, bracketing
Secondary phase: ending interview
Validity, Reliability, & transferability

Validity
- Contact time
- Trust
- Rapport
- Alignment of method, design, & purpose
- Diverse nursing background

Reliability
- Methodological approach
- Guidelines
- Adherence

Transferability
- Data collection
- Participants
- Characteristics
- Study criteria
- Geographical area
Data Management

Recording
Taking note
Observing

Upload Interview in PC
Verbatim Transcription

Formatted Data to NVivo

Auto code
Work Frequency Query

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Data Analysis

- Giorgi’s six steps grouped into four stages served as basis to data analysis in this research

<table>
<thead>
<tr>
<th>Steps</th>
<th>Researchers’ responsibilities</th>
<th>Rationale</th>
<th>Stages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Read and reread descriptions of experience</td>
<td>Get a sense of the whole</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Divide descriptions into meaning units</td>
<td>Identify significant terms</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Describe the meaning of each unit</td>
<td>Relate each unit to the topic</td>
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</tr>
<tr>
<td>4</td>
<td>Synthesize units</td>
<td>Describe phenomenon</td>
<td>3</td>
</tr>
<tr>
<td>5</td>
<td>Analyze the transformed units</td>
<td>Focus on intentionality</td>
<td>3</td>
</tr>
<tr>
<td>6</td>
<td>Develop a description</td>
<td>Reflect the experience</td>
<td>4</td>
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</table>

Giorgi’s Six Steps to Data Analysis (1985)
Results

Coding Process and Emerging Themes

- Color Coding Commonalities
  - Code inductively by hand

Research questions as Framework
- Relevancy to Study Purpose

- Categorize Data
- Frequency

NVivo software

Six themes, 24 primary codes, and 26 secondary codes
Emerged Themes

- Psychological Components
- Sociological Factors
- Nurses and Floating
- Work Environment
- Patient Care Assignment
- Workflow Process
- Physiological Needs
# Themes by Hierarchy

<table>
<thead>
<tr>
<th>Themes</th>
<th>NVivo References</th>
<th>NVivo Coverage %</th>
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<tbody>
<tr>
<td>Workflow Process</td>
<td>59</td>
<td>89.78</td>
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<tr>
<td>Patients Care Assignment</td>
<td>57</td>
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<td>Work Environment</td>
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<td>13.1</td>
</tr>
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</table>
Conclusions & Recommendations

- Floating & Challenges
- Data Analysis & themes
- Nurses’ feelings
- Findings & Literature
- Recommendations
- Future Direction
- Lesson learned

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Implications

Leaders
- Workflow process
- Assignments
- Teamwork
- Delivery of care
- Breaks

Unfriendliness
- attitude
- Recruitment
- Retention
- Satisfaction
- Expenses
- Self injury

Nursing
- Negative feelings
- Stress

Patients
- Anxiety
- Lack of access

Future research
- Qualitative studies
- National Study
- Non magnet

Floating in restructured units
- Higher acuity

Floating and the Medical Surgical
- Quality of care

Nurse and level of comfort
- Patient Safety

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Recommendations to Health Care Leaders

1-Create a task force
2-Purchase, update, or develop a database system
3-Institute zone floating
4-Assign patient-care by acuity
5-Create a “buddy” system (standardize)
6-Document accurately floating occurrences (folder, notebook, excel spreadsheet, or a word document)
Limitations

4 Limitations

1. Debate on findings from qualitative versus quantitative research methods
2. Feelings of nurses from diverse years of experiences
3. Nurses floating within their restructured unit
4. Exclusion of nurses working in the cardiac and vascular care unit (CVCU).
Future Directions

• Standardized workflow process
• Floating policy with nurses’ inputs
• Standardized buddy system
• Floating in like-units
Lesson Learned

Nurses not eager to float
Nurses agreed to float
Lack of phenomenological studies
Findings from the current study (and others)
Staff dissatisfaction, burnout, and costly turnover
Recruitment and retention
Final Comments

• Floating in closed units/like units Cardiac Care Unit (CCI), Clinical Decision Unit (CDU), 4Pavilion.

• Choice: home or cancelation

• Work in outpatient units at other entities (Like unit)
Final Comments

• Centralized staffing unit: staff nurses float less (from 3 times a month to once every 2 months or less)
• Access given: names added to the receiving unit database
• New cards to access patients care areas
Thank you
References/Percentage

Reference = coded segments from the source
Percentage = percentage of characters from the source

- Node/Container of related materials

Anxiety  Worry
Fear    Uneasiness
Nervous  fearful
I feel scared
I am anxious  Afraid
Apprehensive

Codes (repeated words/phrases, labels describing a segment of text or an image, collapsing into theme)

Psychological Theme

(Creswell, 2013)
References


References


