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Cultivating resilience a nursing leadership initiative impacting work engagement

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Background/Problem: Recent traumatic events associated with natural disasters and terrorism have showcased nurses' critical role in the frontline. Nurses take care of victims of violence and tragedy while dealing with their own personal vulnerability.

Literature Review: Nursing has been a focus for studies and interventions that foster resilience in the workplace. A review of literature on resilience studies have shown its relevance in clinical settings correlating the level of professional competence (Gillespie, et al 2007) and work engagement (Othman, et al, 2013; Jackson et al., 2007). The benefit of resilience training programs to reduce burn-out and PTSD are much needed in a highly stressful work environment (Mealer, Jones & Moss, 2012).

Purpose/Methodology: A survey of professional nursing participants in 2017 was conducted to determine resilience using The Resilience Scale (14-item tool with reliability ranging from 0.84-0.94 alpha coefficients) and demographic questionnaire were used to collect data at national conferences in the US. Based on the inclusion/exclusion criteria a total of 150 surveys were eligible. The purpose of the study: is there a relationship between sociodemographic variables such as age, race, gender, educational background and area of practice in relationship to nurses' resilience

score and their perception of resilience? What are the variables, traits and characteristics that can aid in the development of interventions to fortify resilience, increase engagement, job satisfaction and workplace retention?

Result: Responses determined resilience score based on frequency distribution showed a mean score of 83.20 (SD=16.14). Initial factor analysis indicates that "acceptance of self and life" and "personal competence" reflects the theoretical definition of resilience (Wagnild and Young, 1993). The scale's construct validity positively correlates with optimism, morale, self-efficacy, self-reported health, health promoting behaviours, forgiveness, self-esteem, sense of coherence, effective coping, and life-satisfaction. Inversely, the construct is related with depression, stress and anxiety, hopelessness, loneliness somatization, and healthcare visits.

Conclusion: Resilience building encompasses seasoned and novice nurses. Both can address the real and perceived difficulties, offer mutual support to cope with daily challenges of known and unknown risks encountered at work. Resilience offers hope to nurses in their daily lives as they continuously increase protective factors, adjust to daily adversities and find success and meaning in their personal and professional journey.

Biography

Deirdre O'Flaherty is a Director Patient Care Services at Lenox Hill Hospital North Shore University Hospital Greater New York City Area, He has completed Doctorate off nursing practice in Case Western Reserve University ,MSN Nursing administration at Pace University and Nursing College of Mount Saint Vincent , New York.

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