

The Effects of Bullying on Productivity and the Novice Nurse

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Workplace bullying has been linked to a myriad of adverse psychological and physical outcomes for both the experienced and novice nurse who has been the target of this negative behavior. Outcomes of workplace bullying include shame, self-blame, absenteeism, intent to leave, burnout, stress, avoidance, and increased absenteeism. Novice nurses are at high risk for these outcomes if workplace bullying is not prevented (Felblinger, 2008; Hutton & Gates, 2008; McKenna, Smith, Poole, & Coverdale, 2003; Salin, 2003; Simmons, 2008; Pellico, Brewer, & Kovner, 2009; Vessey, Demarco, Gaffney, & Budin, 2009). Yet, there is a fundamental gap in the workplace violence literature on the relationship of work productivity and workplace bullying against novice nurses.

The purpose of this study is to describe the problem of workplace bullying against the novice nurse and the resultant change in work productivity. The specific aims for this study are

(1) Determine the prevalence and frequency of workplace bullying, (2) Determine the change in work productivity of novice nurses following a workplace bullying incident, and (3) Identify the relationship of novice nurse characteristics (age, gender, and educational attainment) to workplace bullying and the change in work productivity.

A descriptive, cross-sectional survey design using a web-based survey will be used to collect data on workplace bullying frequency, work productivity, and participant demographics. These data will be analyzed to identify the correlation between work bullying and workplace productivity in novice nurses using age, gender, educational attainment, and race as modifying variables. Prevalence and frequency of workplace bullying will be collected. A randomly selected sample of newly licensed (novice) nurses from Indiana, Kentucky, and Ohio will be used.

The National Occupational Research Agenda (NORA; 2009) identified the need for research focused on psychosocial factors, interpersonal conflict, and work-related violence. Understanding the frequency of workplace bullying and its relationship to work productivity is an essential step in recognizing the seriousness of workplace bullying on the mental health, physical health, and work productivity of novice nurses.



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