



Educational Intervention to Mitigate Effects of Bullying in the Student Nurse Population

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Educational Intervention to Mitigate Effects of Bullying in the Student Nurse Population

- Bullying in Nursing
- Mixed Methods Design
- Data Collected
- Research Findings
- Implications
- Summary/Future research



Bullying Behaviors in Nursing

• Bullying in Nursing?

- The behaviors DO exist in one of the highly regarded profession
- Has been studied for several decades in registered nurse population
- There is a need for researchers to investigate bullying in the student nurse population



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Bullying Behaviors in Nursing

• Bullying in Nursing?

- The exact prevalence of bullying towards nursing students is unknown. Figures vary from 40% to 80% of student population
- Student nurses who experience bullying, or bullying behaviors, reported feelings of vulnerability.
- Patient care may be negatively affected
- Some students ultimately may opt to leave the nursing career



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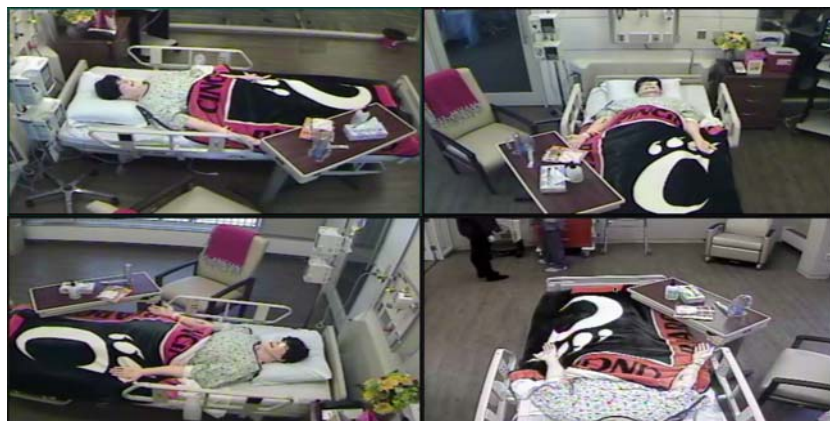
Need for Research into Mitigating the Effects of Bullying Behaviors

- Limited number of studies analyzing bullying behaviors against nursing students
- Student nurses are not prepared to manage bullying behaviors
- An educational intervention was introduced and analyzed



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Research Design & Data Collection



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Mixed Methods Design Quantitative +Qualitative

Quantitative

- Randomized controlled trial (RCT) analysis examining how bullying behavior introduced in a controlled setting affected routine care a student nurse has been trained to perform
- Null hypothesis: There will be no difference in performance between the intervention arm vs. control arm



- Quantitative sample size:
 - N=15
 - 3 groups
 - Attention control
 - Control
 - Experimental.
- Measured participants' ability to perform the task of medication administration while experiencing either
 - A routine distraction
 - Bullying distraction
- Quantified by using the rubric used at the college of nursing



Quantitative Findings

- Large p-value
 - $p=0.539$
- Findings not statistically significant



Mixed Methods Design Quantitative +Qualitative

Qualitative

- Data collected allowed PI and co-PI to examine feelings and emotions the participants.
- Scripted post-simulation interview questions, the participants discussed
- Feelings elicited from simulation and prior healthcare experiences



- Qualitative sample size:
 - N=10
 - 2 arms
 - Control
 - Experimental.
- Examined feelings and emotions of participants.
- Scripted post simulation interview questions
- Participants discussed their feelings elicited from
 - Bullying simulation
 - Similar prior healthcare experiences



Qualitative Findings

- Most often participants reported feeling:
 - Mad
 - Sad
 - Scared
- Unsure of:
 - How to confront the bully
 - Their own skills
 - Whether to remain in nursing



Implications

- Potential student health issues as a result of experiencing bullying behavior
- Loss of skilled nursing students/novice nurses
- Injury or harm to a patient



Summary

- Bullying behaviors are harmful distractions in the clinical setting
 - Psychologically for the student nurse
 - Health and safety of the patients
- Develop effective ways for student nurses to understand and lessen the effect of bullying behaviors upon themselves



Future Research

- Replicate study with larger sample size
 - More heterogeneous sample to reflect the student nurse population and experiences
- Develop research including the entire CoN pre-licensure student nurse population
- Integrating the educational intervention into the nursing program curriculum
 - Student nurses would be able to obtain the benefits of the intervention.



• Any Questions??

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Main Menu:

- ◆ **Pilot Research Project Overview**
- ◆ **Welcome and Opening Remarks**
- ◆ **Keynote Address**
- ◆ **Podium Presentations**
- ◆ **Poster Presentations**
- ◆ **Video Montage of 20th Annual PRP Symposium**
- ◆ **Participating Universities**
- ◆ **Steering Committee Members**
- ◆ **Acknowledgements**
- ◆ **Problems Viewing the Videos**

- ◆ **PRP Website**

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