

NURSES' PERCEPTION ON WORK SHIFTS IN PRIVATE HOSPITALS IN TAGUIG CITY

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Abstract

Background

The structure and duration of work shifts of nurse have a great influence on patient care outcomes, nurses' job satisfaction, and well-being. Among the private hospitals, an 8-hour and 12-hour shifts are the most preferred ones of nurses, with each providing its own benefits and drawbacks. Studies have proven that nurses who work 12-hour shifts usually experience lower job satisfaction, more stress, and less time for personal activities than those working an 8-hour shift. But there are some nurses who prefer to work 12-hour shifts for the advantage of a compressed workweek despite of the fears over fatigue and burnout. Most of the previous studies focus on shift lengths in public hospitals or general populations, while giving less attention to private hospitals, which are subjected to different economic pressures and policies. The study intends to evaluate nurses' perceptions of 8-hour and 12-hour shifts in private hospitals in terms of health outcomes, job satisfaction, and work-life balance. It also tries to find out if the current curriculums are sufficient to overcome the stress and pressure caused by long shifts among nurses.

Result

The study highlights that nurses in private hospitals tend to prefer 8-hour shifts over 12-hour shifts, citing better job satisfaction, work-life balance, and reduced stress. While 12-hour shifts may offer more days off, they are associated with increased fatigue, burnout, and challenges in managing personal responsibilities.

Conclusion

To improve the work-life balance, health, and job satisfaction of nurses working 8- and 12-hour shifts by optimizing shift scheduling, implementing wellness initiatives, fostering career advancement, and educating nurses and nurse managers. Professional development requires ongoing evaluation, feedback, and support from peer networks and mentors. Interactive learning modules and a train-the-trainer strategy guarantee continuously high-quality delivery. In the end, the program fosters a positive work atmosphere that enhances nurses' well being and aids in their ability to handle the demands of shift work.

Keywords: Work Shifts, Nurses Perception, Private Hospital.

Introduction

The structure and duration of nursing work shifts have a huge impact on patient care outcomes, nurses' job satisfaction, and overall well-being. In private hospitals, 8-hour and 12-hour shifts are the most common. Each has its advantages and disadvantages. According to research, nurses working 12-hour shifts have lower job satisfaction, higher stress, and less personal time than those working 8-hour shifts, who have better work-life balance and satisfaction. Yet to some, 12-hour shifts with a compressed workweek are preferable as they are usually not associated with workers' fatigue or burnout. The majority of these studies examine shift lengths in the public hospitals or a general population with no attention towards private hospitals operating under a distinct economic drive and policies. Thus, this research evaluates the nurses' perceptions toward the 8-hour and 12-hour shifts in private hospitals in regard to health outcomes, job satisfaction, and work-life balance. Further, it aims at determining whether or not the present curricula provided by nursing schools can mitigate the stress and pressure experienced while working long shift hours.

Methods

Research Design

This study will employ a descriptive research design to the nurse's perception in 8-hours and 12-hours duty in private hospital.

Respondents of the Study

The central focus of this study is the nurses situated in private hospitals in composed of 186 nurses. Specifically, the study examines the preference of nurses between 8-hour and 12-hour work shifts and its effects on their experiences.

Instruments of the Study

An expert has validated the self-structured questionnaires in the survey after undergoing content validation. The outcome demonstrated that the modified-structured questionnaire is appropriate and was approved for use as a research instrument. Additionally, a reliability test employing the internal consistency technique is performed on the research instrument. A test's internal consistency evaluates the relationship between several items meant to measure the same concept (Middleton, 2022).

Result

Demographic Profile of Respondents

The data shows the demographic profile of the respondents the majority of the respondents were females. The largest age group was 21-34 years old. The most common experience level was 4-6 years.

Level of Risk Perception

The table illustrates how nurses feel about their work schedules in private hospitals, demonstrating a definite preference for 8-hour shifts. During 8-hour shifts, nurses overwhelmingly agreed that they are more focused and less prone to make mistakes. Additionally, they express a sense of increased productivity and greater communication with patients under this shift arrangement. However, there was disagreement over the preference for 12-hour shifts versus 8-hour shifts, and the results were neutral regarding whether 12-hour shifts allow for better continuity of care. Overall, the results indicate that 8-hour shifts are preferred by the majority of nurses as being better for concentration, output, and patient contact.

Similarly, nurses working 12-hr rotations had less total sleep time and less sleep efficiency than 8-hr day nurses. Twelve-hour rotation nurses also napped more than their counterparts. There were no differences between the two groups with respect to cognitive errors (Rhéaume & Mullen, 2018). Similarly, a study conducted by Bae and Yoon (2021), found that those working 12-hour shifts report higher levels of fatigue, sleep disruption, and emotional exhaustion compared to those working 8-hour shifts. The study noted that 12-hour shifts often lead to increased stress, as nurses face prolonged exposure to physically and emotionally demanding work, which in turn elevates risks of burnout and anxiety. Also, in a systematic review by Griffiths et al. (2019), findings suggested that nurses on 12-hour shifts reported more health complaints, including musculoskeletal pain and sleep disturbances, than those on 8-hour shifts. The review concluded that longer shifts could impact health due to limited rest and recovery time, leading to cumulative physical strain and sleep debt. Moreover, Stimpfel and Aiken (2020) also compared the effects of 8-hour and 12-hour shifts, finding that nurses on longer shifts had a higher incidence of burnout and job dissatisfaction. The study indicated that although 12-hour shifts allow for fewer workdays in a week, the extended hours reduce time available for rest, exercise, and family life, factors that are crucial for maintaining mental and physical well-being.

Effects of Work Shifts on Nurses' Experience

The table shows the impact of work shifts on the experiences of nurses in private hospitals, focusing on the challenges of longer shifts. Nurses strongly agreed that extended shifts lead to exhaustion, which

limits energy for social activities. They also reported difficulties in managing personal responsibilities and frequent experiences of mental and physical fatigue during longer shifts. Moreover, nurses agreed that longer work shifts increase feelings of burnout and stress, especially in 12-hour shifts. In general, the findings show that longer work shifts negatively affect nurses' energy levels, personal responsibilities, and emotional well-being.

Similar study indicates that given the essential role correct hand hygiene plays in preventing transmission of COVID-19 (World Health Organization, 2020a), any changes to shift patterns which imply nurses' lower compliance with hand antisepsis may have unintended consequences and should therefore be discouraged. A further innovation in this special issue has been analyzing the effects of 12-hour shifts by exploration of ward managers' views of staffing adequacy: by looking at objective shift data, authors found that mixed shift patterns are detrimental to perceptions of staffing adequacy, indicating that 12-hour shifts are not a solution to improving availability of nursing staff (Saville et al., 2020). The consequences of moving to long shifts appear to go beyond decreased job performance, but also include poor nurse wellbeing and reduced opportunities for social support, as investigated by the first study in nursing to follow-up nurses and outcomes over a post-implementation period of 12 months (Suter et al., 2020).

Proposed Program Developed

The proposed program, for private hospitals by focusing on improving work-life balance, job satisfaction, mental health, and overall well-being. The key component of the program is shift scheduling optimization, which enhances schedule flexibility, fairness, and predictability to reduce fatigue, burnout, and conflicts with personal responsibilities. Additionally, comprehensive wellness programs are designed to address the physical, mental, and emotional challenges nurses face, offering stress management, health promotion activities, and tailored support systems.

The program also emphasizes job satisfaction and career development by fostering a supportive work environment, providing opportunities for professional growth, and creating clear pathways for career advancement, which are essential for nurse retention and performance. Furthermore, educating job managers is prioritized to equip them with the skills and knowledge needed for effective team leadership, schedule management, and employee support.

By promoting flexibility, wellness, and support, this program has reduced burnout, enhanced physical and mental health, and improved job satisfaction. At

the bottom line, this endeavor is looking forward to a healthier work environment, improved nurse retention, and positive ramifications on patient care for a sustained and engaged workforce of nurses in private hospitals.



Conclusion

From the results a shift balance in supporting of nurses' well being is such a program that seeks to improve the practice environment of 8-hour and 12-hour shifts by focusing on job satisfaction, health, and work-life balance through shift scheduling optimization, wellness programs, career development, and education in nurse manager. It needs to be tracked continuously with assessments and feedbacks and should be supported through mentoring and peer networks for professional development. Interactive learning modules, including the trainee and trainer strategy to ensure a consistent and high-quality delivery of the program, fostering sustainability and internal capacity within healthcare organizations. The program ultimately creates a supportive work environment that improves nurses' well-being and helps them manage the demands of shift work.

Conflicts of Interest

The author declares that there is no conflict of interest in this manuscript. Results have been deduced objectively; nothing influenced this result by any individual, monetary, or institutional interests. In effect, utmost endeavors were in order to conduct a bias-free operation of gathering and analyzing the data into interpretation and producing a study based on merit, away from research inconsistencies.

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