

BREAKING BARRIERS IN ADDRESSING RESOURCE LIMITATIONS, WORKPLACE CULTURE, AND TRAINING GAPS IN OCCUPATIONAL HEALTH NURSING

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Abstract

Background

The work of Occupational Health Nurses (OHNs) is very important as they play a key role in promoting the wellness of the employees by launching the programs that are aimed at promote workers' well-being and keeping them at maximum health. However, they face significant challenges that hinder their efforts to create sustainable and effective wellness initiatives. These hindrances are part of challenges face such resources and means, limits of wellness intervention and the undesirable tradition of the work, thus workers are not open to change and health is not a priority to them. Also, the absence of opportunities for training and professional development can prevent Occupational Health Nurses from being innovative and improving their capacity to tackle health risks. The issue to overcome these challenges is particularly important in suggesting that wellness programs can be tied with the goals of the firm, which as a result, may also lead to the rise of the employees' contentment and also diminish the risk for health. Inadequate resources and funding usually cause failure of wellness programs.

Result

The study reveals that the majority of respondents are young, female, and have less than five years of experience in their profession. While they agree that new medical technologies are complicated and challenging to use, they do not view them as causing information overload or negatively impacting decision-making in clinical setting. Additionally, respondents do not perceive significant organizational or cultural barriers hindering the adoption of these technologies.

Conclusion

The study found that responded were mostly female with over 15 years of experience reflects a neutral opinion of the most vital occupational health nursing issues. They felt that funding and resources were somewhat supported but not fully prioritized, and that workplace culture promoted health and wellness to some degree, though inconsistently. The study found out in addition that the major concern was the lack of specialized training and professional development that affected their work to a great extent. However, most of them were not convinced that it would be a major barrier to the improvement of outcomes.

Keywords: Barriers, Resources Limitation, Workplace Culture, Training Gaps, Occupational Health Nursing.

Introduction

Occupational Health Nurses (OHNs) play a crucial role in promoting workplace wellness, however, they faced challenges that hindering their efforts to create a sustainable program that enhances employees well-being and health. These challenges incorporate with; limited resources and funding, which restrict their scopes and implementation of their wellness initiatives, workplace culture that resist change and lessen the value of health programs, and lastly, lack of training and professional development opportunities for the nurses with hindering the ability of OHNs to adopt innovative practices. However, despite of these barriers, their works are crucial in fostering a healthier and better workforce. addressing these barriers can align in wellness programs with organizational goals for improvement, employee's satisfaction and mitigate workplace risk. According to recent studies, have highlight that inadequate financial support limits the effectiveness of wellness programs, hampering their ability to address employee health risks comprehensively (Lee & et al., 2022) In addition, workplace culture plays a key role in the success of these initiatives with resistance to change and low employee engagement often undermining their potential (Smith et al. 2023).

Methods

Research Design

This study will employ a descriptive research design to explore the challenges faced by occupational nurses across diverse work environment.

Respondents of the Study

The respondents for this study are the Occupational Health Nurses (OHN) who are currently active and

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involved in the implementation and development of health programs to implement healthy work environment, from private and public sector of workplace. The sample size will consist of 200 respondents, selected according to specific criteria, such as experiences in occupational health nursing and participation in wellness program initiatives.

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 demographic profile was broken down by the largest respondents being female, while in terms of age, the largest percentage of respondents were in middle adulthood. About years of experience, respondents answered in 15 years and above in their profession

Limited Sources and Funding

The respondents answer neutrally in limited funds and resources; it indicates that they have a mixed balance view in terms of funding. Nurses believe that resources for occupational health services, ongoing programs, and collaboration with external health experts are somewhat supported but not fully prioritized by the organization. It suggests that uncertainty or feeling that resources are not enough in these areas.

In line with the data is a study according to World Health Organization (WHO), occupational health programs in resource-limited areas frequently rely on nurses to conduct preventive health measures, health education, and early intervention strategies. Furthermore, Parker-Conrad (2018) emphasizes that in financially constrained environments, occupational health nurses often leverage partnerships with local community health organizations to extend their reach and effectiveness.

Workplace Culture

The data received a neutral response from nurses. It states that respondents have mixed or balanced views on work culture to their credit in the evaluation of. They feel their workplace promotes health and wellness, encourages open communication about health topics and values occupational health nurses but not at a strong or

consistent level. Most of these aspects of workplace culture are considered uncertain or may not be fully supported or prioritized.

Link with the study in Accordance to Stokowski (2020), occupational health nurses (OHNs) contribute to fostering a workplace culture that values health by advocating for preventive measures and providing health education. They help embed a culture of safety and wellness by training employees on topics such as stress management, ergonomics, and safe work practices. This proactive approach encourages an environment where health is integrated into daily work routines, reinforcing employee trust and commitment.

Lack of Training and Professional Development

A neutral response from the data shows that respondents have mixed views regarding the impact of limited training and professional development opportunities. Nurses feel that the lack of specialized training and continuous professional development moderately affect their ability to implement innovative wellness practices, the quality of health services and their collaboration with other health professionals. However, despite these aspects are not considered as hindering their work or suggesting a sense of uncertainty or a belief that there is some support but not enough to significantly improve outcomes.

In line with the result according to Smith and Roberts (2021) point out that limited access to professional development can lead to gaps in knowledge, which affects nurses' ability to implement comprehensive health strategies and respond effectively to workplace incidents. This deficiency can compromise the overall health and safety culture within an organization, as OHNs play a pivotal role in advising on prevention and health promotion strategies.

Potential Issue

The neutral responses regarding limited resources, workplace culture and training highlight the ongoing challenges faced by Occupational Health Nurses (OHN) in promoting wellness programs effectively. These mixed views suggest that while OHNs recognize some support for their work there is a need for more consistent and prioritized resources, a stronger organizational culture of health and enhanced professional development opportunities. The lack of clarity on these aspects could delay the potential of wellness programs and the overall impact on employee health and well-being.

Proposed Solution

To direct these challenges organizations should prioritize more in providing adequate funding and resources for occupational health services, ensuring

that OHNs have the necessary tools to succeed. Moreover, cultivating a stronger workplace culture that consistently supports health initiatives and values the contributions of OHNs is important. Lastly, organizations must invest in comprehensive training and professional development to provide OHNs with the skills to implement innovative practices and cooperate effectively. This balanced approach will help improve wellness programs, increase their effectiveness and ensure a healthier work environment for employees.

Conclusion

The study found that respondents typically female and with more than 15 years of experience hold a neutral opinion on several key areas affecting occupational health nursing. They view funding and resources as an appropriate, somewhat supported but not fully prioritized, indicating uncertainty about its sufficiency. Workplace culture is also seen to some extent as promoting health and wellness but not at a strong or consistent level reflecting mixed or uncertain support. Additionally, the lack of specialized training and continuous professional development is acknowledged to moderately impact their ability to implement innovative wellness practices and collaborate effectively with other health. However respondents do not view these limitations as significant barriers and suggest that while some support exists, it is insufficient to significantly improve outcomes.

Conflicts of Interest

The authors declare 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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