

ILLUMINATING THE NURSES AS FRONTLINERS IN THE HOSPITAL AMID COVID 19 PANDEMIC: A CONCEPT ANALYSIS

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Paper Received: 29.05.2021 / **Paper Accepted:** 26.06.2021 / **Paper Published:** 30.06.2021

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Abstract

Background: Nurses are considered as gems in the hospital. Nurses acts like global health leader showing exemplary works in supporting and facilitating change in promoting, educating and implementing health care services. Nursing is a profession and discipline, being a nurse need commitment and service to the people, to actively promote, protect and restore of one's health of individual and the community.

Purpose: The aim of the study to present concepts on the experiences of nurses working in the hospital. This study will also help to develop key strategies approaches of nurses to provide quality care for their patients. Through this study it help us to understand lived experiences and conditions of nurses in the realization of challenges and coping strategies they face amid in pandemic

Methods: The method use is a concept analysis. The eight steps of this method are: 1) Selecting a concept; 2) Determining the aims or purposes of analysis; 3) Identifying all uses of the concept; 4) Determining the defining attributes of the concept; 5) Constructing a model case; 6) Constructing borderline, contrary, invented, and illegitimate cases; 7) Identifying antecedents and consequences; and 8) Defining empirical references.

Results: Nurses provide quality care and services in the hospital even it involves risking their health to serve others. Findings presented the contractual health care workers regarding their lived experiences, conditions and challenges amid of pandemic. The affects physical aspect of nurse the physical exhaustion due to increase number of patient. The emotional and mental aspect affected through fear and anxiety brought by expiration of contract and fear of acquiring the virus.

Conclusion: The nurse possess strong solidarity in giving care to patient. They might have challenges, fears, anxiety and other things but still, their motivation to serve will give them enough strength to stand alongside the patient. Nurse experiences might varies from one another but all of this is essential in providing quality of care. Through different concepts and approach will lead to understand every details that the patients' needs as well as the health care providers.

Keywords: Lived Experiences, Nurses, Caring, Contractualization, Pandemic.

Introduction

Nurses are considered as gems in the hospital. As the world battle against corona virus (COVID-19) nurses are working diligently in rendering services to the sick and address health concern in the community. Nurses acts like global health leader showing exemplary works in supporting and facilitating change in promoting, educating and implementing health care services. Nursing is a profession and discipline, being a nurse need commitment and service to the people, to actively promote, protect and restore of one's health of individual and the community. Creating an environment that support people who battle on it, providing early interaction and promote learning & interactions with other people, and provide social support the people is one of many characteristics of nurses despite of having low salary in the country. According to the law, an employee who has been working for a company for six months should be regularized unless the individual is not eligible to be a regular employee. The side of the employers believe that there is nothing wrong about contractualization. They see temporary employment as an opportunity to employ people without serious long-term commitment that a long-term employment contract provides, in terms of benefits. Adequate wage and working condition, respect and good relationship are factors in enhancing the motivation and job satisfaction (Jetha, 2018).

Objective

The researcher main goal is to sharpen their ideas about the experiences and struggles of contractual nurses who are working in the hospital as nurses in time of pandemic. The researcher want to know the factors affecting the challenge of getting a job, losing it and finding over again, and of course, its

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effects on the individual and his family, as well. The study does not only want to know the lived experiences of nurses. The researcher aim to present to the citizens how complicated the society is and how they can help.

Methods

This concept analysis was conducted using the Walker and Avant's (2010) eight-step method. This method was used because it is one of the easiest and understandable methods for concept analysis, particularly for beginners. The eight steps of this method are: 1) Selecting a concept; 2) Determining the aims or purposes of analysis; 3) Identifying all uses of the concept; 4) Determining the defining attributes of the concept; 5) Constructing a model case; 6) Constructing borderline, contrary, invented, and illegitimate cases; 7) Identifying antecedents and consequences; and 8) Defining empirical references (Walker and Avant, 2010).

Results

1. Uses of concept

1.1 Experiences

Nurses acts like global health leader showing exemplary works in supporting and facilitating change in promoting, educating and implementing health care services. concepts emerged like source of anxiety in nurses during COVID 19 pandemic was fear of becoming infected or unknowingly infecting others. (Mo et al, 2020)

1.2 Adjustment

Being able to adapt is difficult for most humans, and the reason for this is because humans are creatures of habit; having to change our patterns and behaviours is frustrating and annoying (Vennapoosa, 2008). The nurse is psychologically under the pressure of coping the COVID-19. They are re- evaluated with their values, found motivation by having strong support. They received from family, friends and colleagues. (Diamond, 2020)

1.3 Challenges

The challenges faced by the nurses are classified into finances leads to the financial instability. "Health" also emerged as one concepts because nurse is putting their health in risky manner they cater the patients' needs in this time of pandemic. If the income is unstable, then it is the expenditures that must be stable, predictable, and repeatable (Sheiman, 2013).

2. Critical attributes

The critical attributes are the core of concept analysis is to determine the defining attributes of the concept, i.e. a group of attributes which have

the strongest relationship with the concept and allows analyser to obtain a deep insight. These attributes differentiate the intended concept from similar or related concepts (Walker and Avant, 2010). The attributes most are motivation, faith in God, and health.

2.1 Nurses Motivation

An important measure of healthcare professional's response to the increasing challenges and demands (Toode, 2011). Nurses' work motivation has an impact on wellbeing, organizational performance, satisfaction, retention, engagement and commitment (Gagné, 2005 [6] & Toode, 2011 [9]).

2.2 Faith in God

A pandemic can be rough on your faith. The implication is even powerful. God is still the same. (Gonzales, 2020). God will always there to protect us we might not understand the situation but one thing is certain He will never leave us. Our faith will serve as strength in any battles in life, we encounter so many challenges that sometimes we tend to give up but despite what we experiencing right now Our God will always there for us.

2.3 Health

Health is a state of physical functioning but is also a concept that encompasses the total functioning of a person. It refers to the ability of a person to function effectively physically, socially, psychologically, and spiritually. The desire to actively avoid illness, detect it early, or maintain functioning within the constraints of illness. (Kozier, 2004)

3. Model case

A model case is a "real life" example of the use of the concept that includes all the critical attributes (Walker and Avant 1995). Example of this Ms. Kristine stated that she experienced physical exhaustion in handling COVID patients at the starts and fear on the possible consequences. It is distressful it put so much strain not only to the body but especially to the mind. But despite those experience "I Think this COVID 19 makes me become responsible, becoming worthy of my existence and made me realize that I am very important member of the society.

Having a job is extremely important, as it allows a person's creativity to flourish, helps him feel useful, make ends meet and interact properly with others (Papadopoulou, 2010).

Caring is the most distinct job of being a nurse. Caring nurtures action. This is vehicles toward other people to instil hope and give service to others. Compassion and empathy are the heart of

nursing profession. Compassion fatigue is the physical, emotional, and spiritual result of chronic self-sacrifice and prolonged exposure to difficult situation (Harris, 2020).

4. Borderline case

Borderline cases contain some of critical attributes of the concept being examined but not all of them (Walker and Avant, 1995). The following is an example of boarder line case for nurse's motivation Ms. Joycel stated that "I always feels emptiness in my heart while seeing those covid patient. Sometimes I feel so exhausted but I'm continuously motivating myself to still do my very best even I'm tired. I make sure that I give my patient with respect and sensitive to their needs". I also ask the guidance of God to protect me and help the patient to be healed.

Highly externally motivated workers are usually more interested toward the fulfilment of basic human drives and needs than the work itself; thus, workers were likely to set the minimum amount of energy at job to attain the instrumental goals, without getting any happiness or IM from performing their work. (Toode, 2015) [7]

5. Antecedent

Antecedents are events which happen before the intended concept (Walker and Avant, 2010) [10]. The antecedents of the concept of communication, Meditation and Relaxation.

5.1 Communication

Dealing with information plays crucial role in promoting health. Through communication we can establish for empathy to better outcome (Marra, 2020). Communication is very important especially in this time of pandemic because it help to reach other people on how can we responds in different kind of situations that challenge us. Communication with significant others, family, friends and relatives about the day and how nurses' feel can help to overcome situation.

5.2 Meditation and Relaxation

Stressful situation challenges us. The relaxation response will create a well calm and reduce stress (Corlis, 2019). Stress affects our health the stressor is everywhere managing those stressors will help us to become healthy. The myriad of ways nurses cope with feeling and emotion. One of which is thru meditation and deep breathing exercise to eliminate the negativity with in. Meditation and relaxation is best way to heal our body, this will promote inner healing either physical, emotional, mental or spiritual healing. This give us positive energy to replenish our mind, body and spirit.

6. Consequences

Consequences of a concept are events that happen due to its presence (Walker and Avant, 2010) [10]. The consequences of cultural competence include consequences related to care receivers, those related to coping strategies and work conditions.

6.1 Coping strategies

Coping with stress in healthy way will make you the people you care about and your community stronger (CDC, 2020). It necessary for nurses to find way to be healthy physically, mentally and spiritually healthy. The nurse is vehicles toward caring that why this is necessary to learn to ways to manage and handle different scenarios

6.2 Work conditions

This pertains on the support that nurses in responding on the flexibility of working hours of nurses. This is about creating a well-planned strategies in staffing, resources and providing safe and healthy environment. Adequate staffing and good schedules of duty will help to motivate nurses to work diligently.

7. Empirical referent

The last step to concept analysis is to determine empirical references for the main attributes of the concept. Empirical references can further clarify the concept and facilitate its measurement (Walker and Avant, 2010). The empirical study shown that nurses must have that competencies in providing quality of care, the nurses 'experiences will help to promote competency in handling the patient.

Evidence provided that in order to promote competency it is necessary to be actively involved in seminars, trainings, continuous education that will promote one's own professional and personal development of nurses. Accountability and sensitivity is necessary to promote and understand the patient.

7.1 Implications for nursing practice

The concept of nurse experiences will promote strategic ways of coping mechanism that promote good character among nurses. Nurses are made crucial decision most of the time. Critical thinking is necessary in responding different situations that sometimes challenge the decision making. This approach will help to understand to develop strategic planning and implementation for the nurses amid pandemic

Conclusion

This concept analysis pertains to the nurse possess strong solidarity in giving care to patient. They might have challenges, fears, anxiety and other things but still, their motivation to serve will give

them enough strength to stand alongside the patient. Nurse experiences might vary from one another but all of this is essential in providing quality of care. Through different concepts and approach will lead to understand every details that the patients' needs as well as the health care providers.

Conflict of Interest

The authors declare there are no significant competing financial, professional, or personal interests that might have influenced the performance or presentation of the work described in this manuscript.

Acknowledgement

The authors would like to extend their sincere gratitude and deepest appreciation to their affiliations and to the participants that led to the possible accomplishment of this research work.

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