

# **Exploring Nurses' Feelings On Floating: A Phenomenological Study**

***Marie-Paule M. Lafontant, EdD/CI, MSN, RN-BC***

*Clinical Nurse Educator II South Miami Hospital  
Miami Cardiac and Vascular Institute  
Cardiac and Vascular Care Unit  
Baptist Health South Florida  
Miami Florida*



Baptist Health South Florida: The best place to be your best

## Disclosure

Conflict of interest statement: **No conflict of interest to disclose**

Employer: **Baptist Health South Florida**

Commercial support: **none**

Sponsorship: **none**

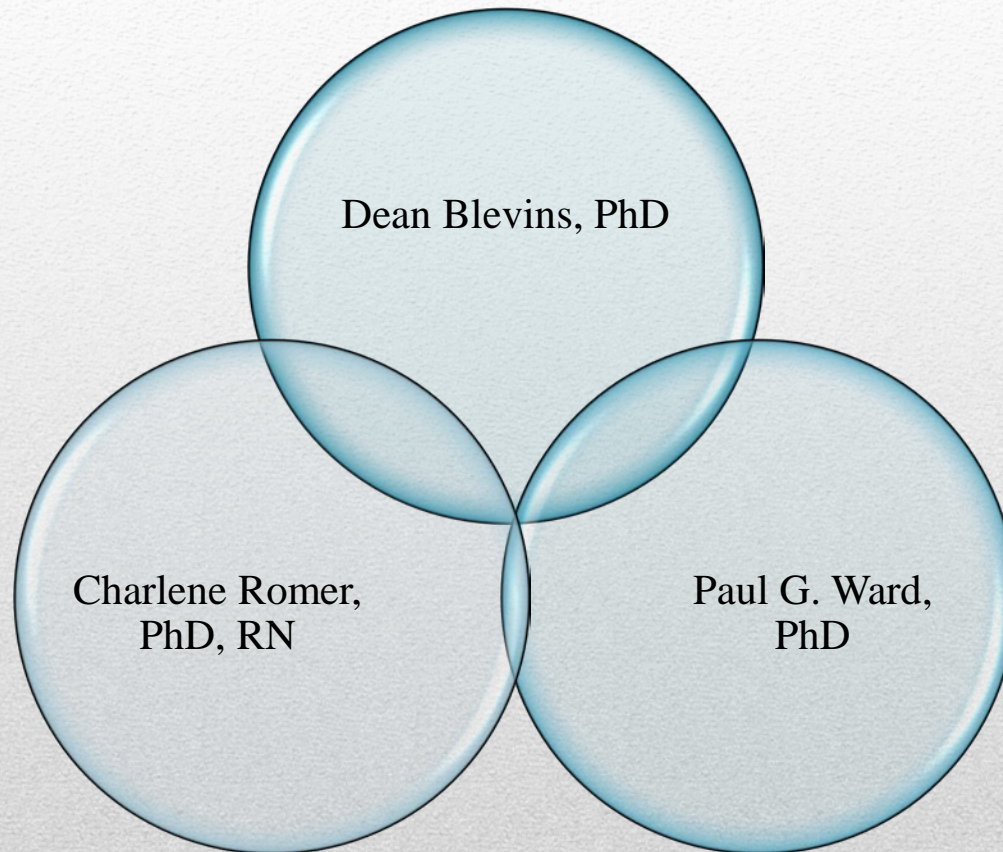


# Objectives

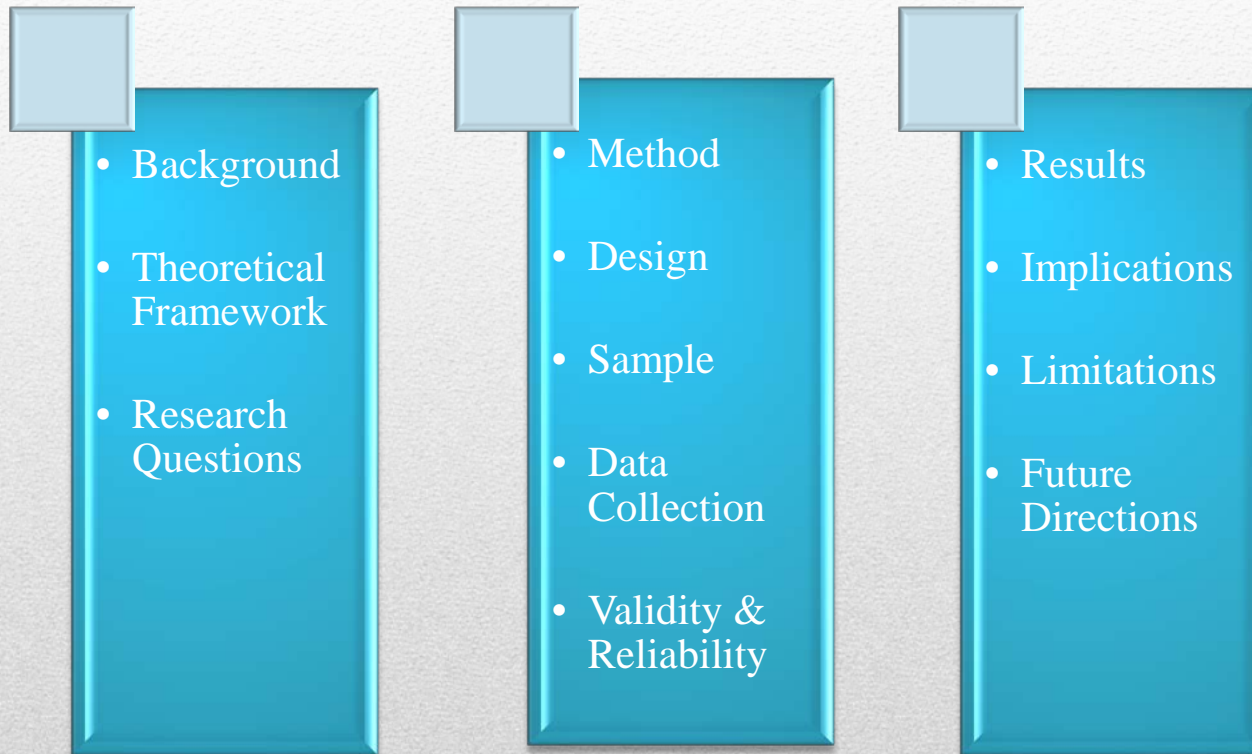
- 1-Define the factors influencing nurses' feelings when floating
- 2-Cite at least two recommendations to health care leaders on floating as a phenomenon



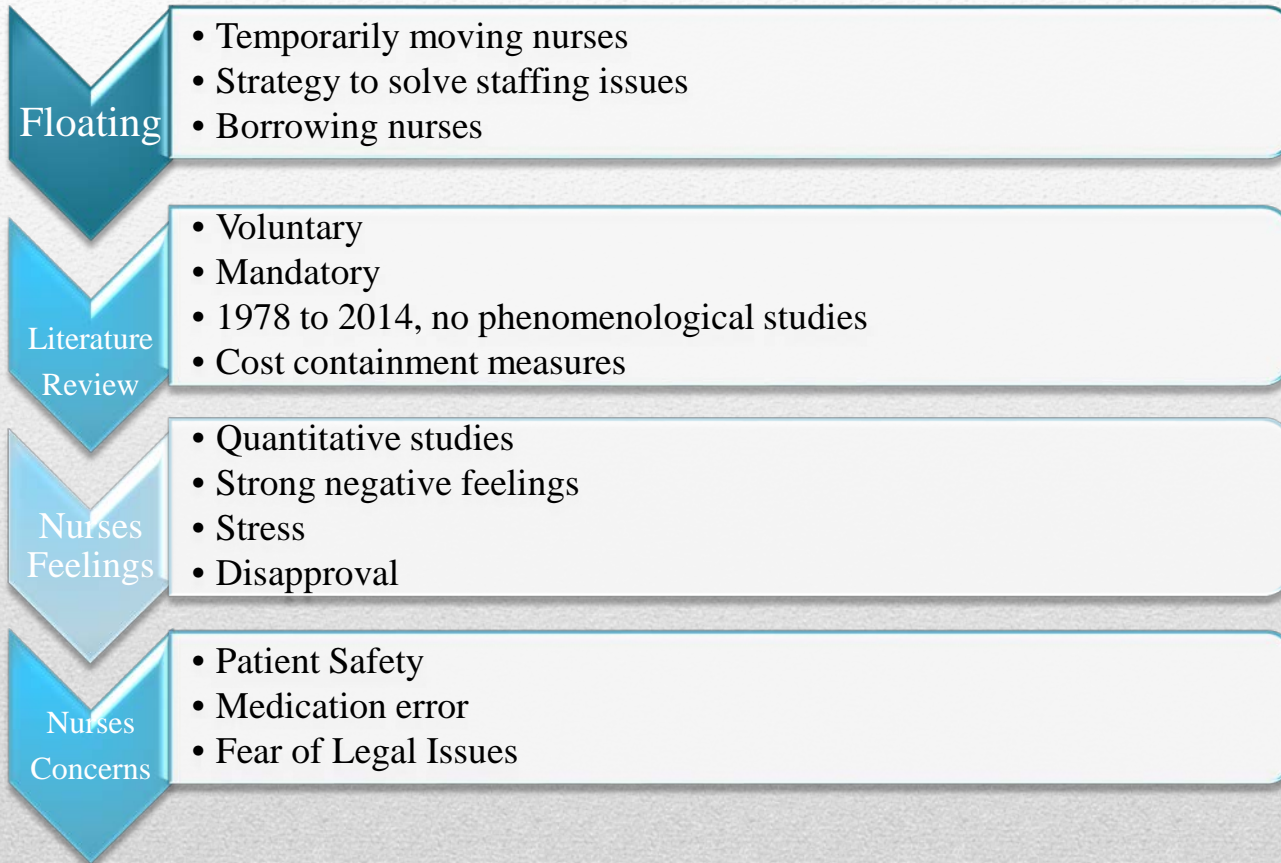
# Acknowledgement



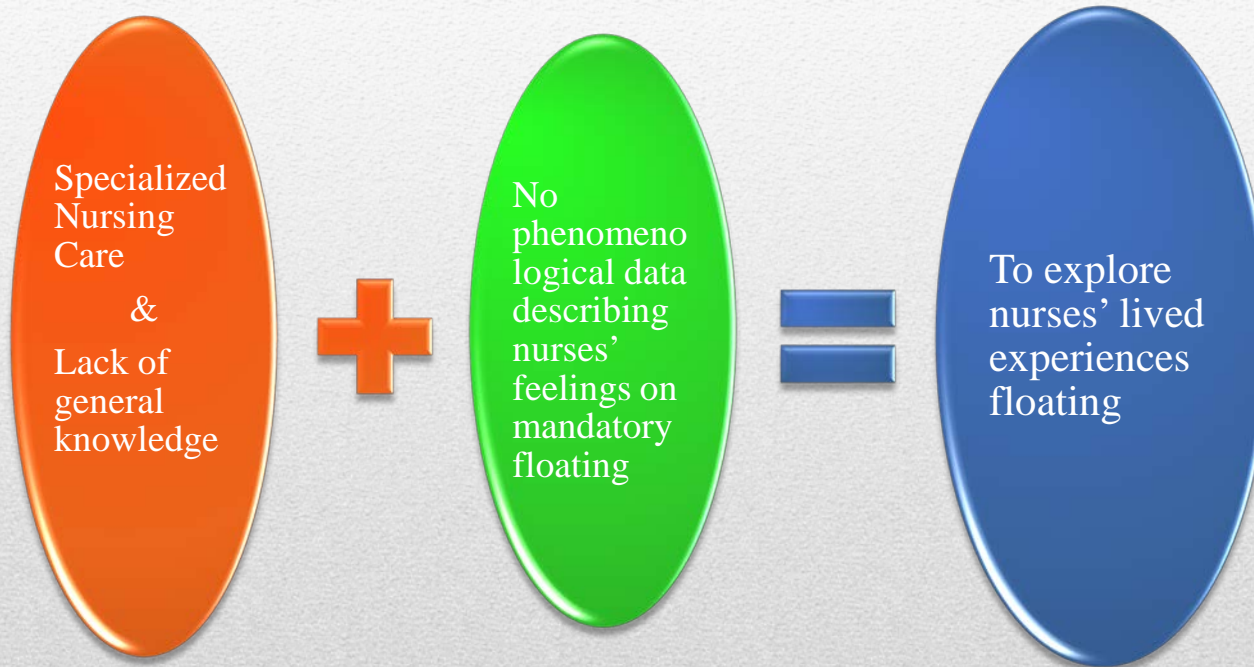
# Presentation Outline



# Background



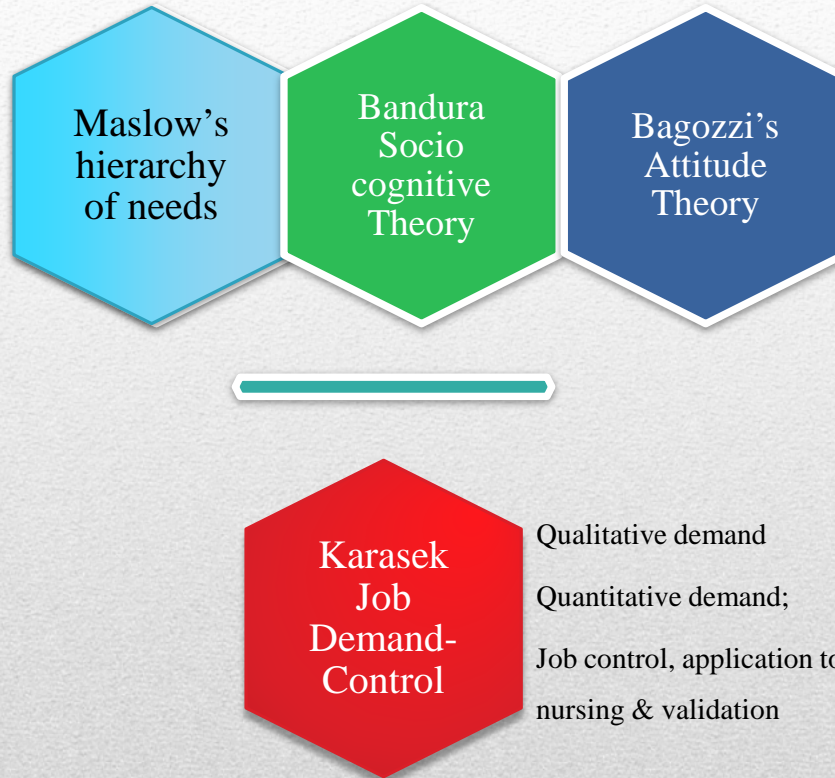
# Problem Statement and Purpose



# Importance of the Research



# Theoretical Models



# Research Questions

- ❖ RQ 1: What are nurses' experiences when it comes to floating?
- ❖ RQ 2: What are nurses' feelings when floating?
- ❖ RQ 3: What factors influence nurses' feelings when floating?



# Assumptions

## 3 Assumptions

### Assumption1

Nurses' feelings influence their work and patients' care, warranting further research.

### Assumption 2

Floating affects nurses daily lives and health care institutions.

### Assumption 3

Participants will answer honestly to the main interview questions during the interview process



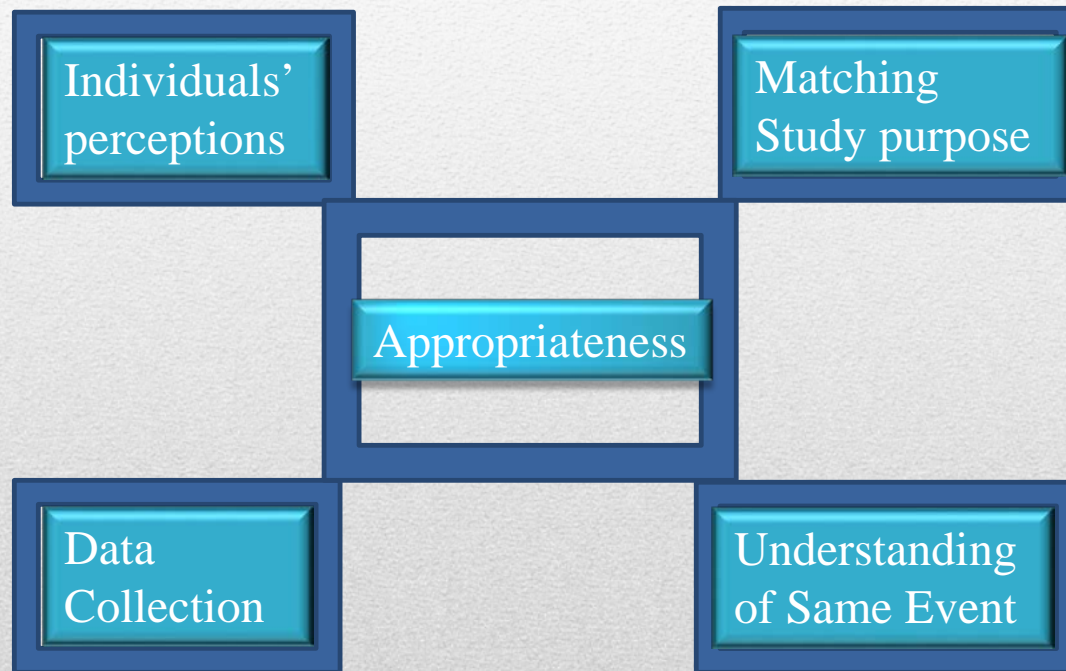
# Research Method Overview

Method: Qualitative

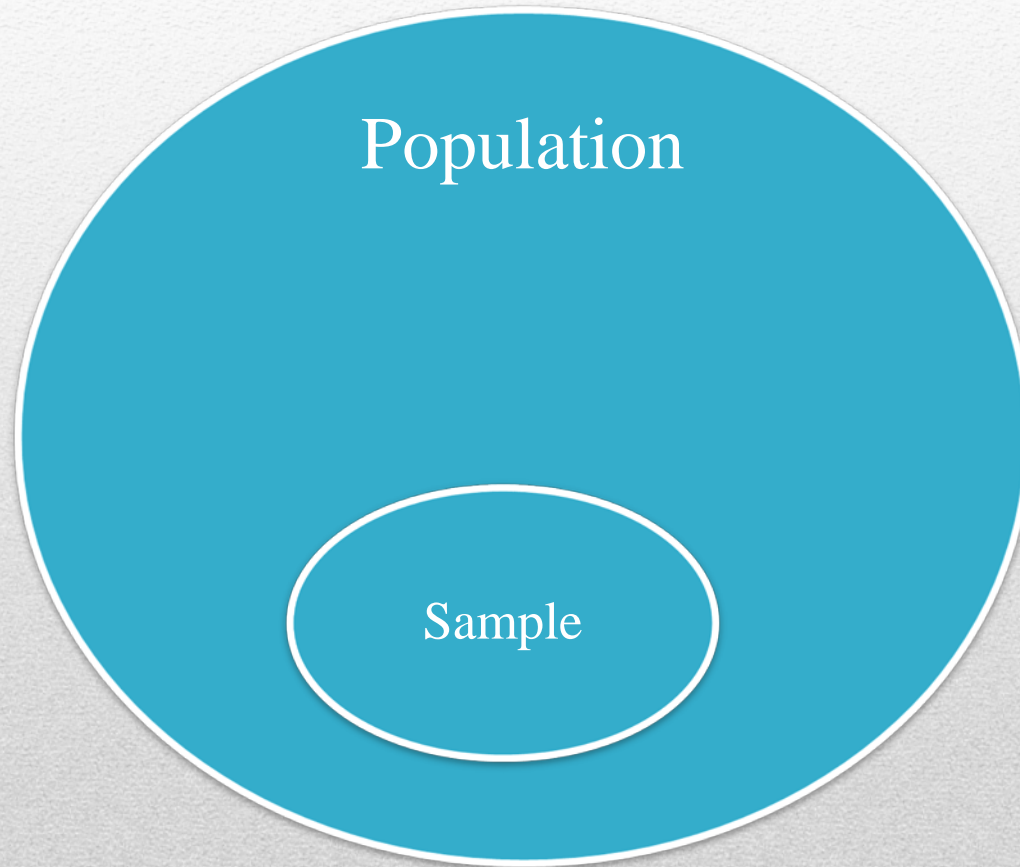
Design: Transcendental Phenomenological  
Husserl's Model



# Method Appropriateness



# Population and Sample



(Christensen, Johnson, & Turner, 2011).



# Recruitment



- Email to managers
- Morning Huddles
- Flyers
- Exclusion/Inclusion criteria



# Data Collection Methods



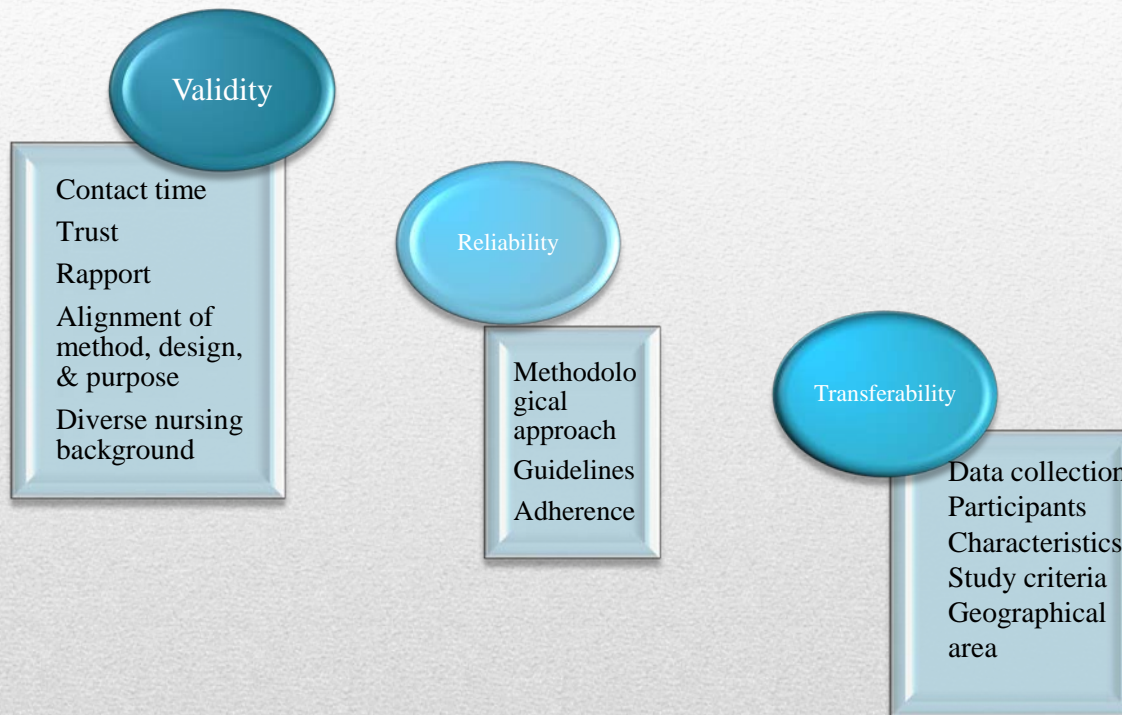
Instrument: researcher

Primary phase: getting acquainted, purpose review, IC, bracketing

Secondary phase: ending interview



# Validity, Reliability, & transferability



# Data Management



Recording  
Taking note  
Observing



Upload Interview in PC  
Verbatim Transcription



Formatted Data to NVivo



Auto code  
Work Frequency Query



# Data Analysis

- ❑ Giorgi's six steps grouped into four stages served as basis to data analysis in this research

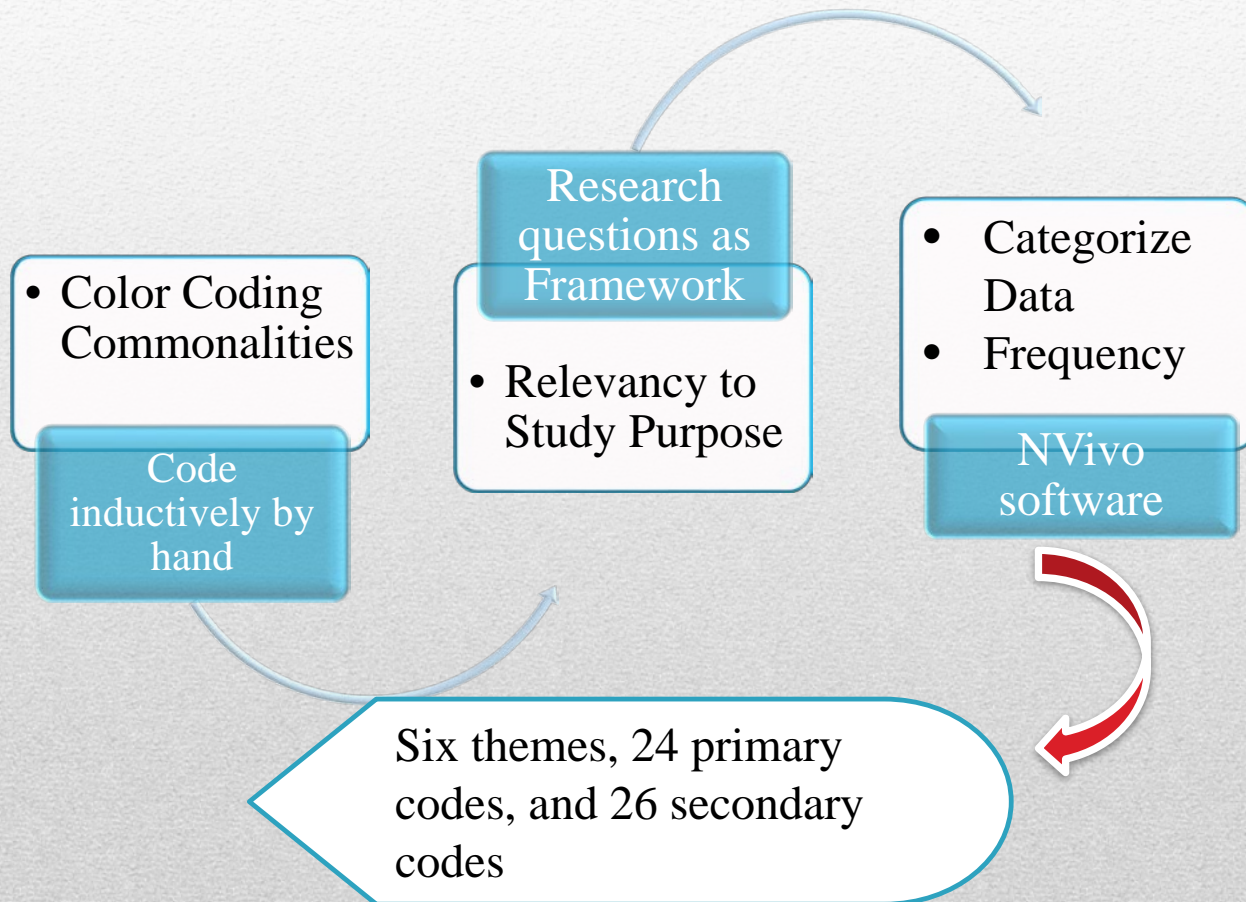
| Steps | Researchers' responsibilities              | Rationale                     | Stages |
|-------|--|-------------------------------|--------|
| 1     | Read and reread descriptions of experience | Get a sense of the whole      | 1      |
| 2     | Divide descriptions into meaning units     | Identify significant terms    | 2      |
| 3     | Describe the meaning of each unit          | Relate each unit to the topic | 2      |
| 4     | Synthesize units                           | Describe phenomenon           | 3      |
| 5     | Analyze the transformed units              | Focus on intentionality       | 3      |
| 6     | Develop a description                      | Reflect the experience        | 4      |

*Giorgi's Six Steps to Data Analysis (1985)*



# Results

## Coding Process and Emerging Themes



# Emergenced Themes

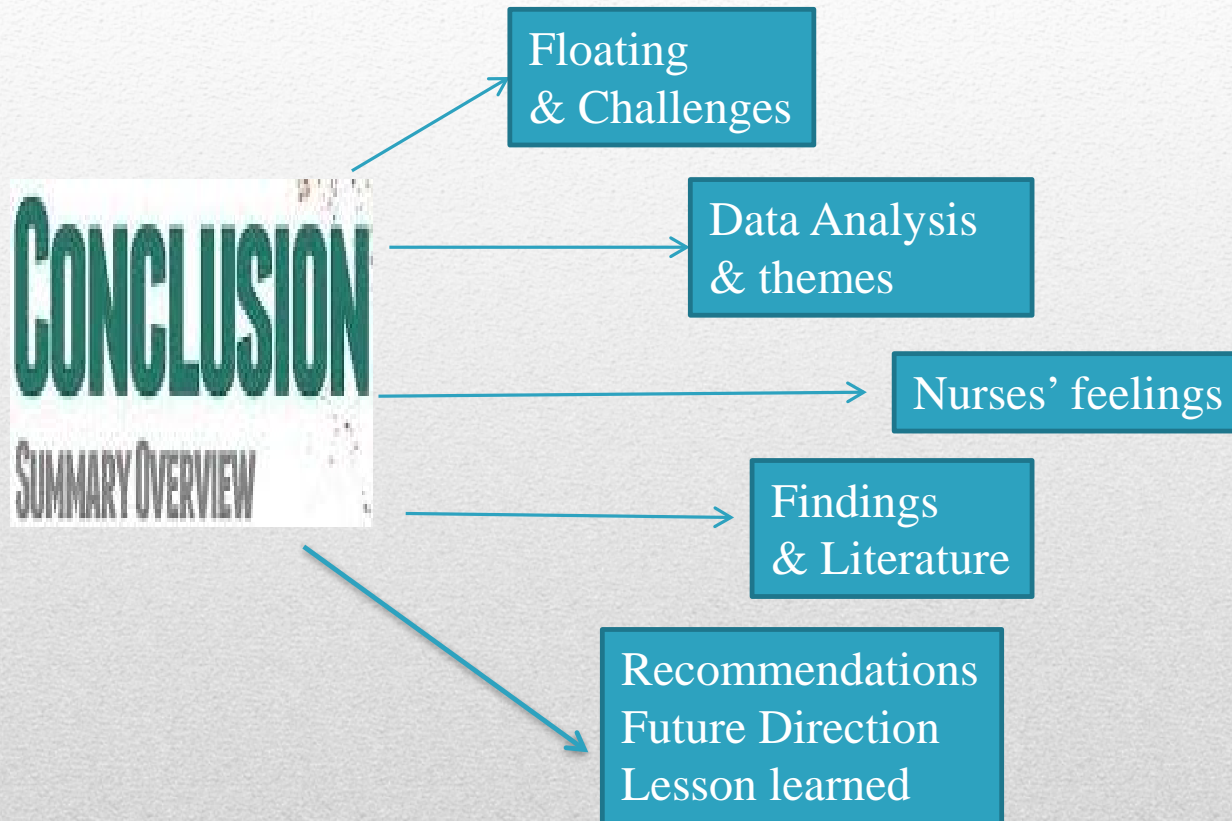


# Themes by Hierarchy

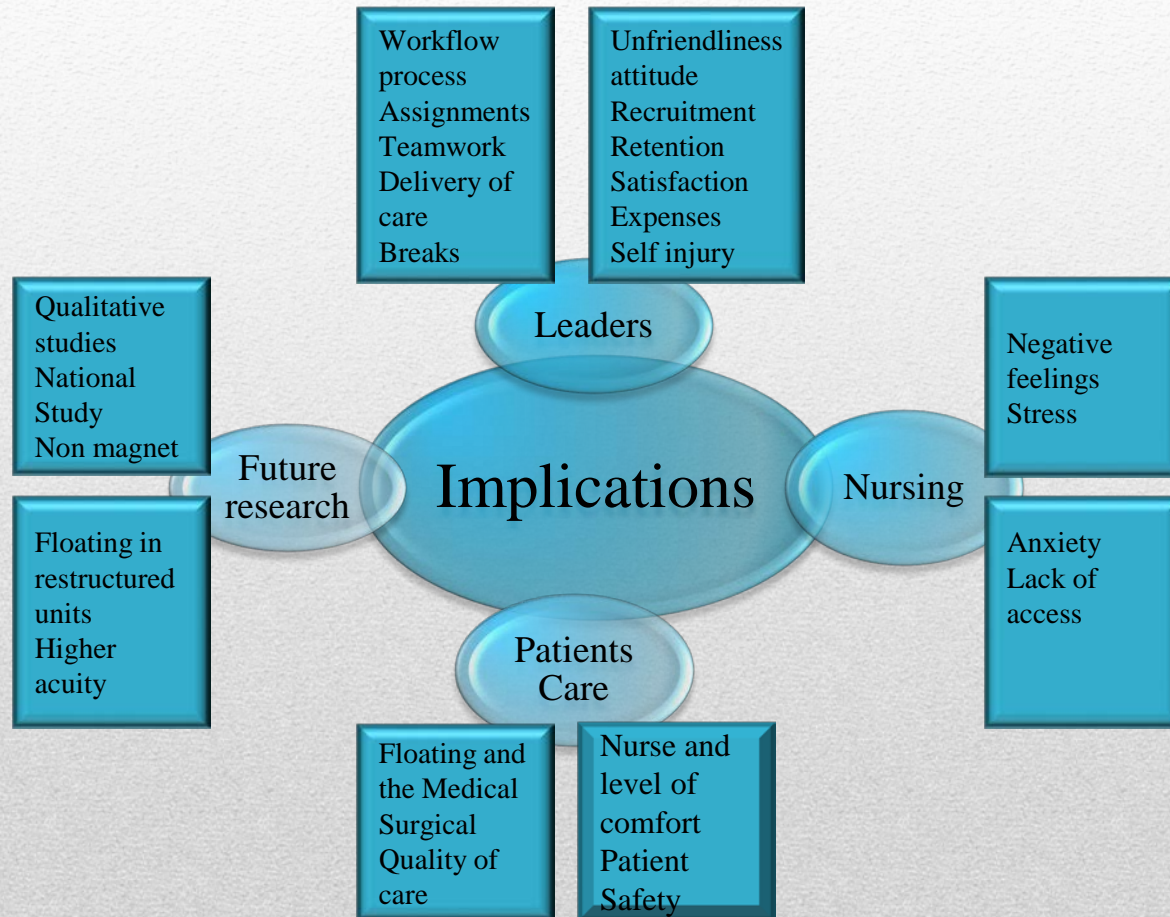
| Themes                          | NVivo References | NVivo Coverage % |
|---------------------------------|------------------|------------------|
| <b>Workflow Process</b>         | 59               | 89.78            |
| <b>Patients Care Assignment</b> | 57               | 88.11            |
| <b>Work Environment</b>         | 50               | 72.9             |
| <b>Psychological Components</b> | 37               | 41.27            |
| <b>Sociological Factors</b>     | 23               | 37.85            |
| <b>Physiological Needs</b>      | 10               | 13.1             |



# Conclusions & Recommendations



# Implications



# Recommendations to Health Care Leaders

- 1-Create a task force
- 2-Purchase, update, or develop a database system
- 3-Institute zone floating
- 4-Assign patient-care by acuity
- 5-Create a “buddy” system (standardize)
- 6-Document accurately floating occurrences (folder, notebook, excel spreadsheet, or a word document)



# Limitations

## 4 Limitations

1. Debate on findings from qualitative versus quantitative research methods
2. Feelings of nurses from diverse years of experiences
3. Nurses floating within their restructured unit
4. Exclusion of nurses working in the cardiac and vascular care unit (CVCU).



# Future Directions



- Standardized workflow process
- Floating policy with nurses' inputs
- Standardized buddy system
- Floating in like-units



# Lesson Learned

Nurses not eager to float

Nurses agreed to float

Lack of phenomenological studies

Findings from the current study (and others)

Staff dissatisfaction, burnout, and costly turnover Recruitment and retention



## Final Comments

- Floating in closed units/like units Cardiac Care Unit (CCI), Clinical Decision Unit (CDU), 4Pavilion.
- Choice: home or cancelation
- Work in outpatient units at other entities (Like unit)



## Final Comments

- Centralized staffing unit: staff nurses float less (from 3 times a month to once every 2 months or less)
- Access given: names added to the receiving unit database
- New cards to access patients care areas



Thank you



# Questions?



# Comments?

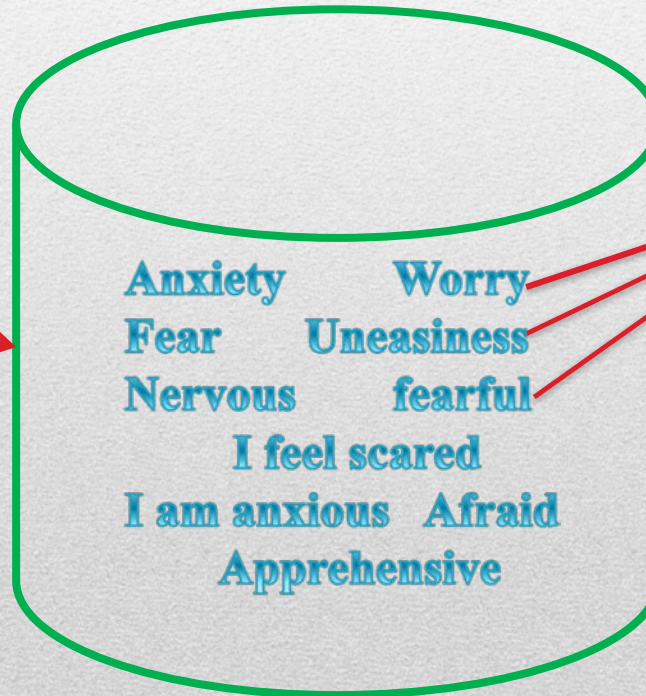


# References/Percentage

Reference = coded segments from the source

Percentage = percentage of characters from the source

- Node/Container of related materials



Codes (repeated words/phrases, labels describing a segment of text or an image, collapsing into theme)

Psychological Theme

(Creswell, 2013)



# References

- AbuAlRub, R. F., Gharaibeh, H. F., & Bashayreh, A. I. (2012). The relationships between safety climate, teamwork, and intent to stay at work among Jordanian hospital nurses. *Nursing Forum*, 47(1), 65-75. doi:10.1111/j.1744-6198.2011.00253.x
- Aiken, L. H. , Sloane, D. M., Bruyneel, L., Van den H. K. , Sermeus, W. (2013). Nurses' reports of working conditions and hospital quality of care in 12 countries in Europe. *International journal of nursing studies*, 50(2), 143–153. doi:10.1016/j.ijnurstu.2012.11.009
- Balaraman, P., & Kosalram, K. (2013). E –hospital management & hospital information systems-changing trends international. *International Journal of Information Engineering & Electronic Business*, 5(1), 50-58. doi: 10.5815/ijieeb.2013.01.06
- Bates, K. J. (2013). Floating as a reality: Helping nursing staff keep their heads above water. *Medsurg Nursing*, 22(3), 197-9. Retrieved from <http://www.ncbi.nlm.nih.gov/pubmed/23865282>bate
- Bergman, P. N., Ahlberg, G., Johansson, G., Stoetzer, U., Åborg, C., Hallsten, L., & Lundberg, I. (2012). Do job demands and job control affect problem-solving?. *Work*, 42(2), 195-203. doi: 10.3233/WOR-2012-1340
- Christensen, L. B., Johnson, R. B., & Turner, L. A. (2011). *Research methods, design, and analysis* (11th ed.). Boston, MA: Allyn & Bacon.



# References

- Creswell, J. W. (2013). *Qualitative inquiry & research design: Choosing among five approaches* (3rd ed.). Thousand Oaks, CA: Sage.
- Giorgi, A. (2006). Concerning variations in the application of the phenomenological method. *Humanistic Psychologist*, 34(4), 305-319. doi:10.1207/s15473333thp3404\_2
- Husserl, E. (1970b). *Logical Investigations*, 2 vols. (J. N. Findlay, trans.). Routledge & Kegan Paul London. (Original work published 1901.).
- Kane-Urrabazo, C. (2006). Said another way: Our obligation to float. *Nursing Forum*, 41(2), 95-101. doi: 10.1111/j.1744-6198.2006.00043.x
- Kangasniemi, M., Stievano, A., Vergata, T., & Pietila, A-M. (2013). Nurses' perceptions of their Professional rights. *Nursing Ethics*, 20(4) 459–469. doi: 10.1177/0969733012466001
- Karasek, R. A. (1979). Job demands, job decision latitude, and mental strain: Implications for job redesign. *Administrative Science Quarterly*, 24, 285-308. doi: 10.2307/2392498
- Leedy, P. D., & Ormrod, J. E. (2010). *Practical research: Planning and design* (9th ed.). Upper Saddle River, NJ: Prentice Hall.

