

Research Focused Presentation

Title: Exploring Nurse Manager Morale Distress: Moving from Collegial Conversations to a Collaborative Research Study

Objective/Purpose/Question:

The purpose of this study was to address the gap in the literature evaluating moral distress specifically among nurse managers. Aims of the study were to describe the experience of moral distress for inpatient unit nurse managers: specifically, to; identify moral distress root causes for nurse managers, and to evaluate the most troublesome sources of moral distress for nurse managers. The topic of morale distress is frequently studied in the population of clinical providers but not for nurse managers. Information will be shared about how conversations among clinicians, organizational nursing leadership and nursing faculty resulted in a collaborative research study team from Carilion Clinic, University of Virginia and James Madison University. Preliminary results will be shared.

Design:

A sequential exploratory qualitative research design with semi-structured interviews was used. A semi-structured interview questionnaire was used to conduct the phone call interviews.

Population/Sample/Setting:

Target population was 15 nurse managers from inpatient acute care hospitals in Virginia. Inclusion criteria: a) at least 1 year of management experience, b) registered nurses.

Variables studied/Intervention:

Moral distress experiences of nurse managers

Sources of moral distress for nurse managers

Aspects of moral distress for nurse managers vs. the bedside nurse

Method:

Chief Nursing Officers across Virginia were contacted by the research team to select nurse managers from their facilities who meet the inclusion criteria. Identified managers were invited to participate in a 30-minute semi-structured telephone interview. A \$20 gift card was given to each participant after the interview. The interview questions included:

-Describe moral distress experiences of inpatient nurse managers.

 Identify moral distress root causes for nurse managers.

 Evaluate the most troublesome sources of moral distress.

-Identify unique aspects of moral distress for nurse managers in contrast to the role of the bedside nurse.

Findings/Conclusions:

Qualitative thematic analysis is being completed. Results will be available prior to the Omega Zeta Research Day Conference.

Implications:

Currently being finalized.