

Resilience of Nurses Undergoing Rotation in Private Hospitals in Central Java

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Abstract

Nurse rotation can bring both positive and negative impacts. The purpose of this study was to find out the feelings felt by nurses who experience rotation in the new hospital. A mixture of quantitative and qualitative is used in this research method. The research was conducted in one of the private saki houses in Central Java. Participants were 176 men and women who worked as nurses as respondents to fill out questionnaires, while interview informants were 15 people to explore information qualitatively. Data analysis techniques using percentages are assisted by excel applications and transgulation techniques as qualitative analysis. The research data was taken from September to November 2023. The results of the quantitative study presented a presentation of 52%-88%. The qualitative results suggest that the reflection of the informant's feelings is disappointed. The positive reinforcement of the informant partly expressed gratitude. Causal analysis of family and co-worker roles becomes motivational. Self-efficacy informants experience the confidence to overcome the negative feelings felt. Reaching out, nurses still think positively in carrying out work. This study said that to respond to the negative, it is necessary to set a positive one in the hope that the work will be light and optimal.

Keywords: Adaptation, Resilience, Nurse job rotation.

1. Introduction

The world of work is developing dynamically and competitively. A widely recognized career development hospital used in many organizations in recent years is job rotation. Job rotation is a policy to periodically transfer nurses' work duties [1]. Career development through a job rotation approach is a process that involves moving nurses between two or more departments within a hospital in a planned way, to improve quality in all areas [2]. Nurse rotations can help nurses develop broader skills, understand different aspects of health care, and face different challenges in their practice. It can also help avoid burnout and increase job satisfaction.

Nurse rotation can bring both positive and negative impacts. Most research related to job rotation in organizations unanimously affirms the positive benefits of this career development technique such as assertive and specific job learning [3], Organizational commitment[4], and increased motivation [5]. Job rotation also has the benefit of increasing job satisfaction [6], Skills development [7], increased levels of performance and work engagement [8, 9].

On the other hand, the negative consequences of job rotation have also been found in the literature. Job rotation shows negative consequences associated with decreased productivity due to negative nurse perceptions, loss of knowledge, poor person-job fit, and inequality in the workplace[10], don't like being

rotated in their jobs because when they are allocated to one job, they have to know exactly where to report and what is expected of them[10].

Another research finding is that job rotation poses a drag stressor with reduced job satisfaction[11], reduced extra-role performance[12] increased intention to leave[13] and higher stress[14]. Nonetheless, job rotation inevitably adds to employees' tasks and workload[15]. They experience a range of negative feelings including stress and anxiety due to not having adequate contributions in the new department, they often find it difficult to express their ideas in a new team and adjust to new environments, new colleagues, and new conditions; which can eventually lead to a lot of problems[16]. The variety of skills needed to perform the tasks will make nurses more anxious and interfere with their performance.

Nurses found that obstacle stress mediated the relationship between nurses' job rotations and their psychological well-being. That is, the constant movement of nurses from their main job to another leads to higher levels of obstacle stressors that consequently affect their well-being [17]. Good resilience is very influential in overcoming the negative effects of rotation. Therefore, the ability of nurse resilience needs to be formed so that nursing services are not disrupted even if nurses experience rotation.

Previous research has suggested that nurse resilience in the operating room is necessary because operating room nurses experience fatigue syndrome, which consists of emotional exhaustion, depersonalization, and low levels of personal achievement. Specifically, nurses working in the operating room experience work stress arising from tasks, collaboration or interaction, technology, and patient care associated with time pressure.

Other studies have also mentioned that during the COVID-19 pandemic, nurses as public health guards struggled on the front lines in caring for infected patients. The personal and psychological capacities of nurses, including resilience and professional commitment, that enable them to overcome difficult conditions and continue to provide quality care[18]. Resilience is also considered a protective factor, which helps nurses face and adapt to stressful conditions, tensions and challenges in the workplace.

Some of the resilience research above is more related to stress care providers[19, 20], While resilience research on nurses who experience job rotation is still rarely carried out, so researchers took the theme of this study. Therefore, the purpose of this study is to explore nurses' resilience in dealing with stress due to rotation in hospitals.

2. METHOD

The research method is a mixture of quantitative and qualitative[21]. Quantitatively, the authors distributed questionnaires on a Likert scale of 1-4 with answer levels being (0) rarely correct, (1) sometimes correct, (2) often correct, (3) often correct, (4) most of the time. The questionnaire has been tested so that it already has good validity and reliability. Then qualitatively using a phenomenological approach, namely by interview, observation and documentation studies[22]. Data analysis techniques use percentage analysis with the help of excel and triangulation (reduction, presentation and withdrawal of data). Quantitative and qualitative methods are used to make the data more comprehensive[23] To describe the resilience of nurses who rotate without being tainted by theories, prejudices, preconceived notions and assumptions. The criteria for determining participants are (1) nurses who have undergone a 2-month rotation, (2) can communicate well, (3) are willing to become informants by signing research approval. The location of the research was carried out in one of the private hospitals in Central Java. The distribution of questionnaires obtained 176 data, while interview informants were 15. The research data was taken for 3 months, from September to November 2023.

3. RESULTS AND DISCUSSION

Hasil kuantitatif menyajikan hasil persentase dari penyebaran kuesioner dengan pertanyaan berjumlah 25, kemudian hasil kualitatif adalah data dari wawancara yang ditarik kesimpulan dari 15 informan dengan teknik triangulasi. Hasil penelitian kuantitatif dan kualitatif disajikan sebagai berikut:

Table 1. The results of quantitative analysis are in the form of percentages

No	Question	Percentage
1	Able to adapt to change	77%
2	Close and secure relationships	80%
3	Sometimes fate or God can help	88%
4	Can face anything that comes	74%
5	Past successes give confidence for new challenges	76%
6	See the humorous side of things	68%
7	Coping with stress becomes stronger	73%
8	Tends to bounce back after illness or difficulty	78%
9	Something happened for a reason	76%
10	Best effort no matter what	80%
11	You can achieve your goals	74%
12	When everything seemed hopeless, I didn't give up	75%
13	Under pressure, focus and think clearly	69%
14	Not easily discouraged by failure	75%
15	Think of yourself as a strong person	74%
16	Making unpopular or difficult decisions	52%
17	Can handle unpleasant feelings	69%
18	Strong sense of purpose	72%
19	Take control of your life	73%
20	I love challenges	67%
21	You work to achieve your goals	75%
22	Be proud of your achievements	74%

1. Reflection of feelings

"... It was quite surprising when getting the first news of something that was not expected, because it was already in a comfortable position at work before and suddenly mutations were made. It feels unacceptable. But support from friends, family, husbands and risks must be passed when working in institutions. This is as my reinforcement. Of course, this must be accepted. Some considerations were skipped with disappointment. The mutation is directly from the leader. But we must understand the command and must accept it..."

"... First sad, second why I was mutated it is a big question mark. What kind of leader character should I be able to understand even though it is sad for a long time. Since everything has the best way, of course, there is no need to be sad for a long time. Sincerely accepted."

The informant also described the feeling of disappointment experienced when getting a nurse rotation.

"... Still, it's still humane, especially in terms of finances, it was really good at that time. The name jaspel is not hypocritical, jaspel in IBS Millions in the ward listens also only that much, but thank God that time does not get from there from other places like that. That's why many are grateful, many are grateful, God willing, continue to be grateful, God willing, add blessings like that..."

The informant stated that experiencing rotation in work had different experiences. Broadly speaking, on self-reflection, most nurses experience disappointment when rotated at different hospitals, but this must still be accepted. Reinforced from quantitative analysis that 77% are able to adapt to change, 74% can face whatever comes, 76% past successes give confidence for new challenges.

The informant described the negative feelings felt during nurse rotation. Quantitative analysis also states 52% make unpopular or difficult decisions, 68% look at the humor side of things, 73% cope with stress becomes stronger, 69% can handle unpleasant feelings. Positive self-perception has a good impact on psychology, on the contrary, when negative perception will cause anxiety so that it causes psychological disturbances [24]. The adaptation of new nurses is not good because the manpower is not proportional to the number of patients. Need to understand and practice strategies to minimize problems with new roles so that they can carry out tasks optimally [25].

2. Positive reinforcement

"... Many are grateful, may it be the best. Although in other places but taken the positive side is only to add experience and friends, in previous places rarely meet people

The informant remains grateful for the conditions that are being experienced. This means that nurses are still trying to adapt from work in the old hospital to the new hospital. The important point here is that nurses carry out professionalism as health workers. In line with quantitative analysis, 78% tend to bounce back after illness or difficulty, 80% best effort no matter what, 75% do not easily despair because of failure, 69% can handle unpleasant feelings. This is reinforced by previous studies not only hard effort and self-motivation to determine success but confidence in the heart and determination will make the results more optimal, besides that the character of determination and never give up becomes an important point in the struggle[26].

3. Causal analysis

"... The impact of this rotation is very pronounced. At first shocked, stressed because of leaving early in the morning, but still had to adapt. Fortunately, meet a good and patient friend, because a good and patient friend is one of the sustenance.

"... The support of people around is very influential. The support of family and friends becomes a very motivating thing. Some friends and family said that it was still lived sincerely and everything must have been facilitated. Don't be sad, keep it as a positive thing.

Informants can explain the impact of nurse rotation. The most important role is the support of family and friends from the struggle to carry out the work that is new in the field of health. In line with quantitative analysis, 80% are close and secure relationships, 75% when everything seems hopeless, I don't give up, 88% sometimes fate or God can help, 76% something happens for a reason In line with previous studies that internal environmental factors greatly affect work. The role of the leader, co-worker, becomes one of the strengths to achieve optimal results in work. Just like the role of the leader, which is directive, the point is that it can motivate employees by helping to understand how to work, the role of support can motivate employees friendly, the participatory role is that dreamers consult with employees with suggestions and ideas from employees to make decisions, the achievement-oriented role is to determine goals and expect employees to perform optimally[27]. The form of co-worker motivation is support to

provide advice and encouragement, the role of information is to provide a positive source of information, the role of mentoring serves as a brother to discuss. The most important thing is the role of the family, the family is a party to provide motivation and provide morals[27]

4. Self-efficacy

"... Sometimes venting to friends is the best thing to reduce the bad taste. But yes, back again, the best confiding friend is God. Sometimes we don't know the name of a friend, there must be an element of competition, this is what sometimes thinks once or twice to vent with friends if it is not really a professional problem at work. Maybe vent if ordinary matters that are not too secretive in nature.

Informants have the confidence to cope with the negative feelings felt while undergoing nurse rotation. The most important thing is to strengthen the heart and mental toughness so that negative feelings become positive things, because these positive feelings are what make our hearts calm and our minds can become balanced in the hope of being able to face obstacles and optimize work. In line with quantitative analysis, namely. 74% you can achieve your goals, 69% under pressure, focus and think clearly, 67% I like challenges, 74% think of yourself as a strong person. In line with previous studies that a positive cuff is needed in any situation in carrying out mandates in the health sector or other field work. Menset is a source of thought or memory that gives ideas and ideas to pump knowledge, this greatly affects attitudes to influence attitudes and views in life in the future so that positive menset is needed to achieve mental well-being and mental well-being [28]

5. Reaching Out

"... First, it is intended because life is to benefit others, so do not waste our lives. Use work as worship, this is what motivates me. Besides, being able to meet friends and patients makes the heart happy..."

"... We are happy when we get home... Although tired after work. After arriving at work, you are not too tired because you are focused on the responsibility, which is for the benefit of the patient. In essence, it has given its best and maximum..."

Informants find a way to keep their spirits up despite negative circumstances. Negative circumstances cause our minds to be unbalanced so there is a need for mental management that something must be thought clearly and positively, then the biggest thing is the motivation to devote ourselves to fellow humans. Basically, happiness is when we benefit others. 75% of you work to achieve your goals, 74% are proud of your accomplishments, 72% have a strong sense of purpose, 73% take control of your life. The concept of positive thinking forms a positive person with the aim of achieving happiness to form a good personality[29].

6. CONCLUSION

Based on the results and discussion, it was stated that the reflection of the informant's feelings of disappointment when undergoing rotation in the new hospital. Positive reinforcement of informants partly expressed gratitude for the conditions experienced and remained professional in carrying out work. Causal analysis of the most important role is the support of family and work partners, this becomes an encouraging motivation in carrying out work. Self-efficacy informants experience the confidence to overcome the negative feelings felt. Reaching out, nurses still think positively about carrying out work as professionals in the field of work. It is hoped that this study can provide information related to the adaptation of nurses in carrying out work in the new hospital that to deal with negative things it is necessary to set positive ones in the hope that the work will be light and optimal.

7. CONFLICT OF INTEREST

Semua penulis menyatakan tidak ada konflik kepentingan

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