



CHERUBIMS IN RDU: EXPERIENCES OF NOVICE NURSES IN RENAL DIALYSIS UNIT AMONG TERTIARY HOSPITALS IN DAVAO CITY

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Abstract: This study explores the experiences of new nurses working in renal dialysis units in Davao City's tertiary hospitals, focusing on how the workplace impacts their professional growth and job satisfaction. Using a qualitative descriptive phenomenological approach, the research delves into the lived experiences of 12 novice nurses. Key themes include adaptability, skill acquisition, mentorship, and compassionate work flexibility. The study challenges traditional views and emphasizes the need for targeted training and support systems to improve nurses' proficiency and resilience. Ultimately, the research aims to enhance patient care and create a more supportive environment for novice nurses in renal dialysis settings.

INTRODUCTION

Dialysis nurses manage patients' fluid and electrolyte balance, document medical data, assess patients before treatment, and educate families about kidney disease when kidneys fail to clear waste (1). New dialysis nurses in countries like Germany face challenges, such as high patient-to-nurse ratios and communication barriers, which hinder patient education and increase burnout risks (2). Inexperienced dialysis nurses are prone to needle stick injuries and accidents with sharp objects, often due to inexperience, lack of confidence, and insufficient knowledge during blood collection and Arteriovenous Fistula (AVF) cannulation procedures (3). Iranian novice nurses faced challenges in patient care due to a lack of experience and confidence, with incidents like failing to check on a bleeding patient and struggling with AVF cannulation (4).

Novice nurses lacked clinical skills and competence, made more mistakes and risky practices, felt less competent, were more stressed, had lower job satisfaction, and ultimately suffered burnout and resignation (4). The ethical climate could affect employee behavior since novice nurses are still learning to be at work. Victor and Cullen (5) defined the ethical climate as "the shared perceptions of what ethically correct behavior is and how ethical issues should be handled," and novice nurses with less than a year of work experience were vulnerable to it (5).

Initially scared by complex patients, the researcher gained confidence and skills through months of training, continuing to view each day as an opportunity to learn even after three years as a skilled dialysis nurse.

This study highlights the importance of understanding novice renal dialysis nurses' experiences to improve care and patient outcomes, emphasizing patience, ongoing learning, and the development of accessible work instructions for better integration of research into practice.

NEED OF THE STUDY.

This study aimed to explore the experiences of novice nurses in renal dialysis unit among tertiary hospitals in Davao city. Research Questions

1. What are the experiences of novice renal dialysis nurses in tertiary hospitals in Davao City?
2. What are the challenges of novice renal dialysis nurses in Davao City?
3. What are the coping strategies of novice renal dialysis nurses in Davao City?
4. What are the final thoughts of novice renal dialysis nurses in Davao City?

RESEARCH METHODOLOGY

Research Design

The study used a qualitative descriptive phenomenological design to explore first-hand accounts of novice nurses' lived experiences in renal dialysis units among tertiary hospitals in Davao City in depth. It aims to provide insights into their actions and motivations, challenging assumptions, and potentially influencing theory, policy, and practice changes. The research is framed within an ontological philosophy, seeking to understand these nurses' multiple realities and experiences (41).

Study Site

The researcher collected data from 12 novice nurses working in renal dialysis units at tertiary hospitals in Davao City. Tertiary care hospitals provide specialized, long-term medical services, including advanced diagnostics and treatments by specialists in cutting-edge settings. These hospitals have access to specialized tools and knowledge, with referrals typically coming from primary or secondary care providers, often in inpatient settings, though some services are outpatient (42).

Participants

The study focused on novice renal dialysis nurses from tertiary hospitals in Davao City, with participants having one month to one year of experience in the dialysis unit. Inclusion criteria were nurses aged 23 and above, regardless of gender. Nurses with prior hemodialysis experience who had been inactive for several years or who refused to participate were excluded.

The study used purposive sampling to select 12 novice renal dialysis nurses from tertiary hospitals in Davao City based on the referral recruitment process and the study's objectives. The process continued until reaching saturation, as suggested by Morse, who recommended at least six participants for phenomenological research. This method involves deliberately choosing participants with specific characteristics relevant to the study, especially for sensitive topics.

Data Measures

The study used a Researcher-Made Semi-Structured In-Depth Interview Guide to gather detailed, subjective responses from novice renal dialysis nurses in Davao City. The guide, validated by three experts, includes four interrelated questions designed to explore the nurses' experiences. The researcher used an Audio or phone recording to document participants' verbatim accounts, providing in-depth insights from a smaller group of respondents.

Data Collection Procedure

The researcher prepared the necessary materials and created a conducive environment for data collection, focusing on conducting the research, gathering data, and analyzing results without additional involvement.

The researcher followed a structured process for data collection, beginning with obtaining permission from the Dean and approval from the Research Ethics Committee. After receiving approval, they recruited participants through referrals from local hospitals and outlined the study's objectives and participant rights. In the pilot testing phase, informed consent was gathered, interviews were conducted outside hospital hours, and participants received compensation for travel and snacks. The data from pilot testing were encoded, evaluated, and used to refine research questions. Finally, in the primary data collection phase, the researcher used a validated questionnaire, conducted interviews, and continued to ensure participant welfare, offering additional support if needed.

The researcher transcribed interview recordings, analyzed the data, and categorized it into relevant themes to draw conclusions and recommendations based on participants' experiences. The research team conducted an oral defense and shared implications, and the final manuscript was published in a peer-reviewed journal and presented at a conference. The researcher securely stored the data on a flash drive and reformatted it after five years for confidentiality. Participants can contact the researcher for access to their data, and the researcher addresses the ethical issues throughout the study.

Trustworthiness

This study followed Lincoln and Guba's trustworthiness criteria, ensuring credibility, transferability, dependability, confirmability, and reflexivity through rigorous methods, data validation, and bias prevention.

Ethical Considerations

The researcher adhered to ethical principles by obtaining informed consent, ensuring privacy, and protecting confidentiality. The researcher respected the participants' rights and followed the ethical guidelines to maintain validity, reliability, and participant well-being throughout the study.

Data Analysis

Colaizzi's Method of Data Analysis was used to interpret novice hemodialysis nurses' experiences, ensuring validity and reliability. This seven-step qualitative approach identifies emerging themes and connections, providing a transparent analysis of underlying experiences.

1. Obtaining a General Sense: The researcher reads the transcripts multiple times to understand the participants' overall experiences.
2. Extracting Significant Statements: Key phrases and sentences are identified that capture the essence of the experience.
3. Formulating Meanings: The significant statements are reinterpreted into broader meanings.
4. Organizing Meanings into Themes: The formulated meanings are grouped into clusters of themes to highlight key patterns.
5. Describing the Phenomenon: The researcher creates a comprehensive description of the experience by integrating the themes and meanings.
6. Describing the Fundamental Structure: The essential structure of the phenomenon is summarized, focusing on its core elements.
7. Returning to Participants for Validation: The findings are shared with participants for feedback, ensuring they accurately represent their experiences.

In summary, his study aimed to share researchers' experiences using Colaizzi's phenomenological approach to enhance understanding and guide future applications of qualitative research methods (43).

IV. RESULTS AND DISCUSSION

Results/Findings

The twelve transcripts produced two hundred twenty-three (223) significant statements, one hundred fifty (150) formulated meanings, forty-eight (48) clustered themes, and four (4) emerging themes when analyzed qualitatively using Colaizzi's technique. These emergent themes are: 1. Flexibility and adaptability while transitioning 2. Skill acquisition to achieve competence 3. Seeking mentorship and utilizing stress management techniques 4. Work flexibility with compassion.

Theme 1: Flexibility and adaptability while transitioning

New nurses in renal dialysis units show flexibility, adaptability, and a growth mindset, promoting continuous learning and effective problem-solving. Mindfulness, stress management, and self-care are key for building resilience and well-being.

Theme 2: Striving to achieve competence

Competence is vital for novice nurses in renal dialysis, requiring technical skills, quick decision-making, and empathetic care. Continuous training, mentorship, and hands-on experience boost proficiency, ensuring optimal patient outcomes and building confidence.

Theme 3: Seeking mentorship and utilizing stress management techniques

Novice nurses in renal dialysis should seek mentor guidance, practice stress management, and utilize peer support to enhance skills, build confidence, and prevent burnout, fostering both professional and personal growth.

Theme 4: Work flexibility with compassion.

Novice nurses in renal dialysis must balance flexibility and empathy to meet patient needs, improving outcomes and job satisfaction while fostering a positive work environment.

Discussion

This qualitative study intends to explore the experiences of novice nurses in renal dialysis units among tertiary hospitals in Davao City. The key finding to this study resulted in four emergent themes.

The first theme highlights the challenges of transitioning from nursing students to registered nurses, emphasizing the importance of quickly adapting, understanding roles, and fitting into the organizational culture to avoid burnout and ensure a smooth transition (44).

Successful transitions for new nurses rely on support from personal traits, professional networks, and educational institutions, with traits like proactivity and self-confidence enhancing resilience in demanding work environments (45).

Career transitions in nursing offer growth and improved patient care, with flexibility, quick decision-making, and openness to new skills being key for adapting to new roles and environments (46).

The second theme, skill acquisition to achieve competence, Inexperienced hemodialysis nurses must develop skills in Arteriovenous fistula cannulation, dialysis machine operation, troubleshooting, patient care, and health education to effectively manage treatments and address patient needs (47). Novice dialysis nurses face challenges such as specialized skills, staffing shortages, and underfunding, but continuous learning and skill enhancement are essential for providing high-quality care and achieving career stability (48). Specialized training, continuous education, and competency assessments are essential for nurses to improve their dialysis skills, enhance patient outcomes, and ensure professional growth in hemodialysis care (49).

The third theme, seeking mentorship and utilizing stress management techniques, prioritizing physical, mental, and emotional self-care, along with a strong support system, helps nurses maintain resilience, work-life balance, and effectiveness in their profession (50). Mentoring provides emotional support, reduces nurse turnover, and enhances job satisfaction by offering guidance and empathy, while ensuring privacy and mental health support (51). Mentoring supports new nurses by bridging the gap between academic learning and clinical practice, enhancing job satisfaction, confidence, and providing professional and personal growth opportunities (52).

The fourth theme, is work flexibility with compassion; Compassionate care, including listening, empathy, and providing tailored information, enhances patient experiences, fosters trust, and supports recovery in dialysis units (53).

Compassion and flexibility are essential for novice nurses in dialysis units to provide personalized care, build patient trust, and enhance both recovery and nurse-patient relationships (54). Compassion and flexibility in dialysis nursing enhance patient care, foster trust, improve job satisfaction, support professional growth, and reduce burnout (55).

Implications

This study explores the experiences of novice nurses in renal dialysis units in Davao City, aiming to identify key values and principles for improving the work environment for both nurses and patients.

Nursing Education. Nursing programs should focus on specialized renal care skills, simulation training, and hands-on experience in dialysis units to prepare students for real-world scenarios, enhancing nurse competence and improving patient care outcomes.

Nursing Administration. Nursing administration can improve onboarding, staffing, mentorship, and communication to support new nurses in renal dialysis units, enhancing their competence, retention, and patient care.

Nursing Practice. Understanding new nurses' experiences in renal dialysis units highlights the need for ongoing education, training, and open communication, improving patient safety, nursing practice, and team dynamics.

Nursing Research. Examining new nurses' experiences in renal dialysis units' highlights knowledge gaps, the importance of mentorship, and the need for emotional support, ultimately improving training, resilience, and patient care.

Recommendations

Based on novice nurses' experiences in renal dialysis units, suggestions include: improving orientation programs with practical training, offering ongoing education with incentives, creating formal mentorship initiatives, providing insights for nursing

education and practice, and helping hospital administration identify support areas. The study can guide healthcare organizations, nursing research, and the Department of Health in developing policies that enhance nurse competence, job satisfaction, and patient care outcomes.

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