

# A Meta-Synthesis of Qualitative Evidence Describing Nurse Leaders' Experience of Upward Violence

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- ▶ We have no financial relationships to disclose

# Objectives of This Presentation

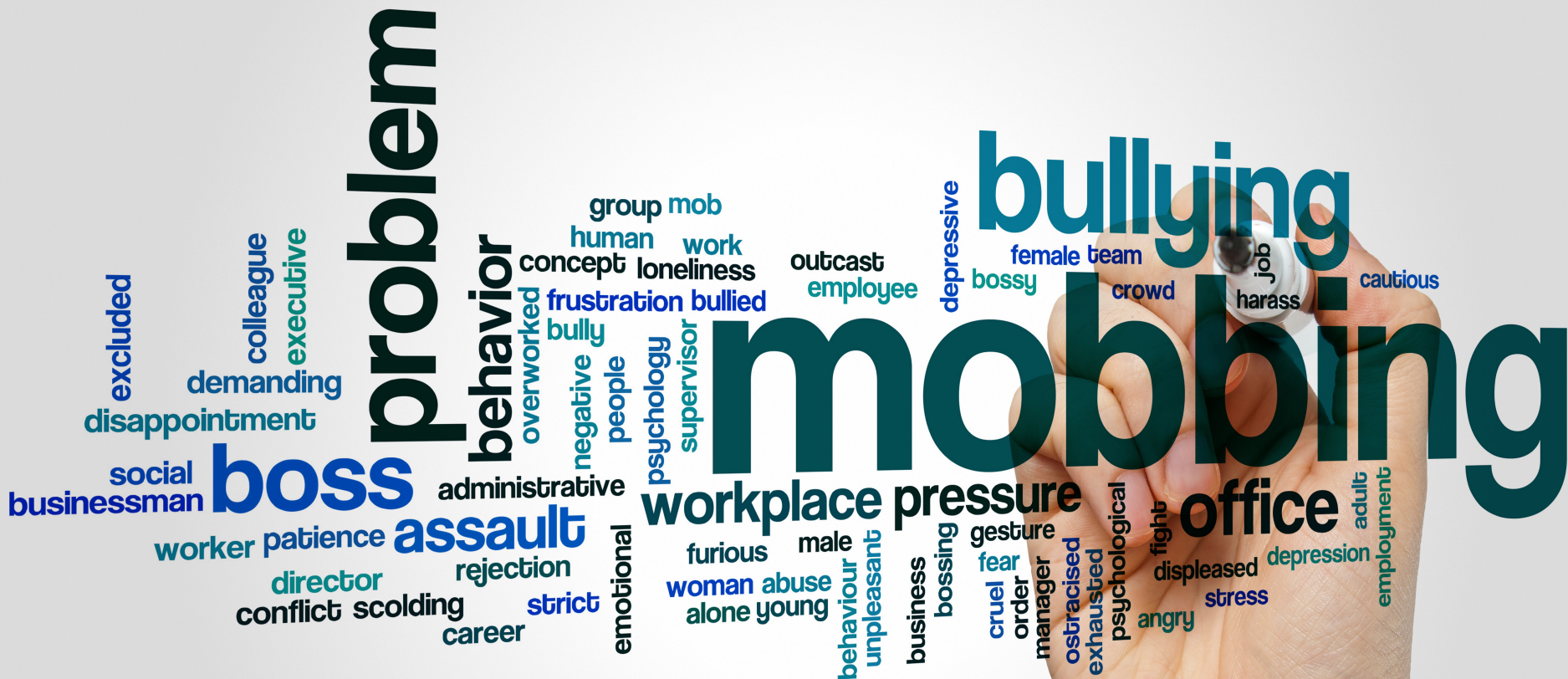
- ▶ 1. Define upwards violence
- ▶ 2. Differentiate upwards violence from other forms of negative workplace behaviour
- ▶ 3. Describe nurse leaders' experience of upwards violence
- ▶ 4. Discuss implications for nursing research and practice stemming from the findings of this systematic review



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What Is Upwards Violence?

Negative workplace behaviour directed upwards -May begin with incivility and escalate.....





# Background Upwards Violence

- This violence may manifest as incivility, passive aggressive behavior, rudeness, social ostracizing, bullying, mobbing, threats or physical violence, gossiping and criticism.
- Evidence suggests that upwards violence may be an impetus for a hostile or toxic work environment and contribute to a loss of effective management, and destruction of a leader's credibility.

## Inclusion Criteria – Participants

- Nurse Leaders who have said they experienced upwards violence in nursing workplaces from persons they supervise.

## Phenomenon of Interest

- The experience of upwards violence in nursing workplaces, which is violence directed towards nurse leaders...

## Context

- Workplace Settings


**Types of Studies:** This review considered all studies that used all types of qualitative methodology (e.g. phenomenology, grounded theory, feminist research, case study, etc.).





- ▶ Nursing students to nursing instructor/faculty
- ▶ Nurse to nurse manager
- ▶ Nursing faculty members towards the Director or Dean




  
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The Joanna Briggs Institute Critical Appraisal tools  
for use in JBI Systematic Reviews

# Checklist for Qualitative Research

<http://joannabriggs.org/research/critical-appraisal-tools.html>

[www.joannabriggs.org](http://www.joannabriggs.org)

Available at: <http://joannabriggs.org/research/critical-appraisal-tools.html>

# Methodology

## **Review Question:**

- ▶ What are nurse leaders' experiences of upwards violence in nursing workplaces?

## **Keywords:**

- ▶ Bullying; incivility; interpersonal hostility; mobbing; upwards violence

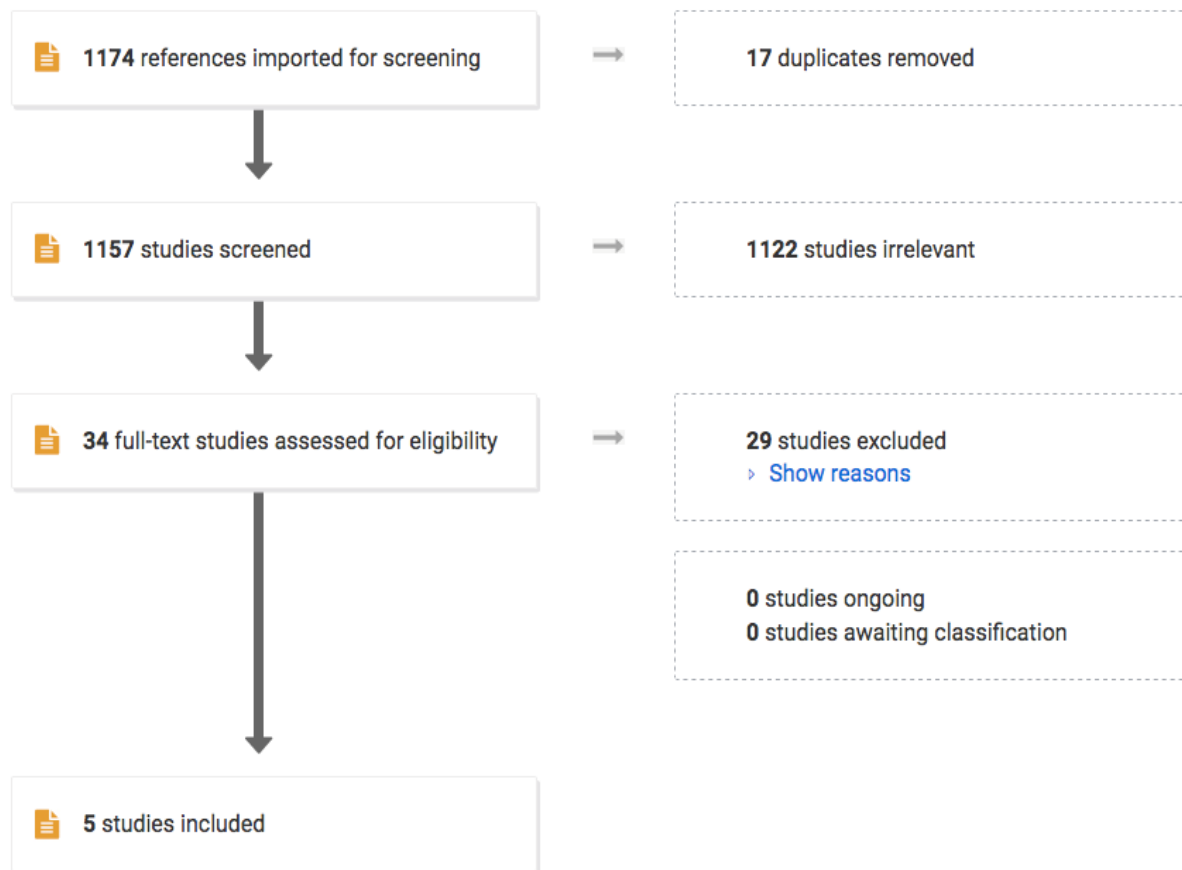
## ▶ **Information Sources:**

CINAL, MEDLINE, Embase, Scopus, Web of Science, PsycInfo, ABINFORM, Lexisnexis, Academic and Sociological Abstracts. The search for unpublished literature included: Factiva, OpenGrey, ProQuest Dissertations and Theses Global, ProQuest Dissertations Open, Health Business Elite, Google Scholar.

# Study Selection

- ▶ Citations and abstracts uploaded to Covidence and duplicates removed
- ▶ Two reviewers independently assessed titles and abstracts to identify potential studies
- ▶ Full articles of potential studies uploaded to Covidence
- ▶ Studies that met inclusion criteria uploaded to JBI Sumari

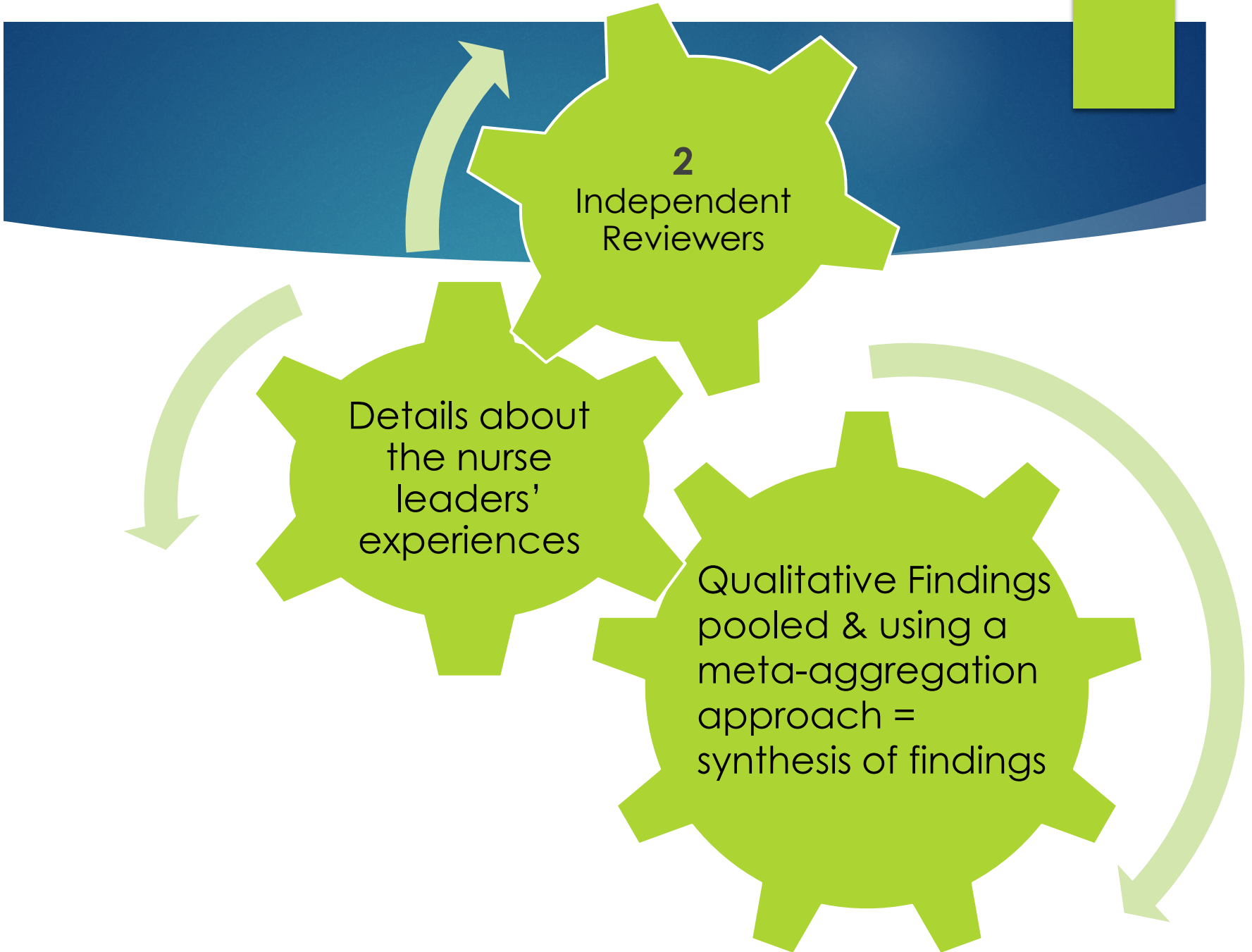
# Prisma Flow Diagram\*



\*In progress at time of slide creation

# Assessment of Methodological Quality

- ▶ Two Reviewers (with a third reviewer for discrepancies in decision-making)
- ▶ Independently critically appraised the studies for methodological quality
- ▶ Used the criteria in the JBI Critical Appraisal Checklist for Qualitative Research (2018)



# Data Synthesis

QUALITATIVE FINDINGS  
POOLED, WITH THE META-  
AGGREGATION  
APPROACH, FOR THE  
SYNTHESIS OF FINDINGS  
FOR THIS SYSTEMATIC  
REVIEW



# Assessing Certainty in the Findings

## A Process

Establishing confidence in the output of qualitative research synthesis: the ConQual approach

(Munn, Porritt, Lockwood, Aromataris, Pearson, 2014)

- ▶ Dependability & credibility
- ▶ Critical appraisal questions.
- ▶ Overall ranking to rate the confidence.
- ▶ Five questions also address issues of confirmability.

# Five Questions

Is there congruity between the research methodology and.....

- ▶ the research question or objectives?
- ▶ the methods used to collect data?
- ▶ the representation and analysis of data?

Is there a statement locating the researcher culturally or theoretically?

Is the influence of the researcher on the research , and vice-versa addressed?

# Our Study

## Critical Appraisal Results

Table: Qualitative Research

| Citation   | Q1   | Q2    | Q3   | Q4    | Q5    | Q6   | Q7  | Q8    | Q9    | Q10   |
|--|------|-------|------|-------|-------|------|-----|-------|-------|-------|
| DeGooyer J. 2017.  | Y    | Y     | N    | Y     | Y     | N    | N   | Y     | Y     | Y     |
| Luparell S. 2007.  | Y    | Y     | Y    | Y     | Y     | N    | N   | Y     | Y     | Y     |
| Rad M, Moonaghi HK, Ildarabadi E. 2017.                  | Y    | Y     | Y    | Y     | Y     | U    | U   | Y     | Y     | Y     |
| Masoumpoor A, Borhani F, Abbaszadeh A, Rassouli M. 2017. | U    | Y     | Y    | Y     | Y     | Y    | N   | Y     | Y     | Y     |
| LaSala KB, Wilson V, Sprunk E. 2016.                     | Y    | Y     | Y    | Y     | Y     | U    | U   | Y     | Y     | Y     |
| %  | 80.0 | 100.0 | 80.0 | 100.0 | 100.0 | 20.0 | 0.0 | 100.0 | 100.0 | 100.0 |

# Preliminary Findings

- ▶ Categories Aggregated from findings relating to nurse leaders' experiences of upwards violence
- ▶ Effects on the learning environment and practice environments
- ▶ Behaviours against the victim as perceived by the victim.
- ▶ Harm to the target of the upwards violence
- ▶ Harm to others by the upwards violence
- ▶ Reactions to perceived threats of violence
- ▶ The perceived and real costs of upwards violence

# Implications for Nursing Research & Practice

- ▶ Recognition of the phenomenon of Upwards Violence
- ▶ Create an awareness of upwards violence in leadership training when discussing all forms of bullying behaviour.
- ▶ Explore strategies to mitigate the impact of upwards violence on faculty, nurse managers and nurses in academic leadership positions.
- ▶ Further study of .....

# Additional References

- ▶ DeGooyer, J. (2017). Academic nurse administrators' perceptions of student incivility. (Doctoral dissertation). Available from ProQuest Dissertations and Theses database. (UMI No. 10272261).
- ▶ LaSala, K. B., Wilson, V., Sprunk, E. (2016). Nursing academic administrators' lived experiences with incivility and bullying from faculty. *Nurse Educator*, 41(3), 120-124.
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- ▶ Luparell, S. (2007). The effects of student incivility on nursing faculty. *Journal of Nursing Education*, 46 (1). 15-19.
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- ▶ Rad, M., Moonaghi, H.K., & Ildarabadi, E. (2017). Can nurse teachers manage student incivility by guided democracy? A grounded theory study. *BMJ Open*, 7: e014639. doi:10.1136/bmjopen-2016-014639.

Thank you

