Frequency and Related factors of Workplace Violence on Nursing Staff in Isfahan Psychiatric Hospitals

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Title: Frequency and Related factors of Workplace Violence on Nursing Staff in Isfahan Psychiatric Hospitals.

Background: Workplace violence (WPV) has been a serious concern for nurses in psychiatric department (PD). PD is one of the most dangerous settings in health care for nurses because of violence from patients, their relatives and visitors. WHO assigns the violence against nurses as a global and universal problem. National Institute for Occupational Safety and Health (NIOSH) defines workplace violence as any physical violence, threats of violence and aggression to staff on duty. According to studies of verbal and physical violence toward PD nurses is not well understood because of under-reporting. In addition, violence in the PD is likely increasing with the ongoing nursing shortage, crowding issues and longer patient waiting times. This terrible destructive phenomenon has many negative effects on employer, employee, institute and so on clients. However, there is not any previous study regarding this topic in Iran. Therefore, it is essential to investigate the actual extent of violence toward PD nurses, understand their experiences and perceptions of WPV and so develop the preventing strategies.

Methods: This cross-sectional study was conducted in the winter of 1391. The study population consisted of all nurses and healthcare workers employed in psychiatric hospitals of Isfahan province. The data collected in this study, questions from a standard questionnaire by the International Labour Organization, World Health Organization, International Society of Nurses and the International Association of Public Service is designed. Findings were analyzed using descriptive statistics and chi-square test and fisher’s exact.

Results: A total of 258 nurses were studied. Verbal violence against participants in the study, 95/35% and physical violence were 45/73%. 45/93% of nurses experience violence both together and 4/65% did not report any type of exposure. Generally, work experience, work shift, gender, ethnicity, education, professional status, working time, number of employees, the workplace, gender and type of disease was significantly associated with physical violence, and work experience, ethnicity, education, concern employees and sex patients was significantly associated with verbal violence (p<0/05). Also according the results, employer did not enough develop specific policies about safety and decrease physical and verbal violence. These measures do not be helpful in work setting about improve surroundings and human resource development for psychiatric hospitals.

Conclusion: Violence is significant in psychiatric hospitals in Isfahan and is a great challenge. Aspects of this destructive phenomenon will have adverse effects in nursing and management hospitals. The exact prevalence is unclear so that the incident is under report, because PD nurses believed that manager would not actively support them after report. PD nurses stated that their work environment, individual skills, hospital staffing patterns and policy for receiving patients when unable to safety care for them play important roles in the risk for violence. these nurses reported that steps could be taken to improve their safety in the PD.

Keywords: workplace violence, nurse, hospital, psychiatric.