

Poster Session III

Poster # 9

Horizontal Violence in New York State Registered Nurse

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Purpose: This descriptive study examined the degree of horizontal violence (HV) amongst registered nurses (RN's) practicing in New York State (NYS). Nurses' knowledge of HV, the degree that they have encountered HV and been perpetrators of HV was the goal of the project with the intent of enhancing recognition of this phenomenon.
Theoretical

Framework: Transformational leadership theory guided this study; leaders motivate followers in new directions. The American Nurses Association (ANA) and Joint Commission on Accreditation of Healthcare Organizations' (JCAHO) policy standards on a healthy workforce and creating cultures of patient safety by decreasing disruptive behavior influenced study interpretation and recommendations.

Methods: A convenience sample of 2272 practicing RN's in NYS completed demographic information and Briles' Sabotage Savvy Questionnaire, a validated tool. Data were analyzed using frequency distributions and Chi Square statistics.

Results: The most frequent manifestations of knowledge of HV were: not being acknowledged for work, expected to do other's work, non-support for their issue, talking ceasing upon arrival, being consistently criticized and reprimanded in front of others, occurring every 1-2 months for greater than 20% of responders. The most common manifestations of being a victim of HV included: not being acknowledged for work, expected to do others work and non-support for their issue. Frequency increased with years in nursing. Few responded to being a perpetrator of HV. Responders practicing in union organizations versus non-union organizations expressed significantly ($p < .05$) greater knowledge of HV in 10 out of 20 questions; significantly greater experience with being a victim of HV in 6 out of 20 questions.

Conclusions and Implications: Dissemination of study findings allows for increased recognition of the phenomenon and an impetus to develop evidenced-based solutions at organizational, front line management and individual levels, supporting ANA and JCAHO policies on creating healthy workforce environments and cultures of patient safety.