6-17-2016

Exploring Nurses’ Feelings On Floating: A Phenomenological Study

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Exploring Nurses’ Feelings On Floating: 
A Phenomenological Study
Marie-Paule Lafontant, EdD/Cl, MSN, RN-BC

**Background**
Floating was voluntary but became mandatory. Issues with reimbursement occurring in health care prompted cost containment measures. A literature review conducted from 1978 to 2014, did not reveal phenomenological studies on nurses’ feelings on floating.

**Purpose**
The purpose of the current study was to explore nurses’ lived experiences floating in an acute health care facility within a large southern city of the United States

- **Research Question 1**: What are nurses’ experiences when it comes to floating?
- **Research Question 2**: What are nurses’ feelings when floating?
- **Research Question 3**: What factors influence nurses’ feelings when floating?

**Method/Theoretical Model**
Method: Qualitative
Design: Transcendental Phenomenological
Husserl’s Model (bracketing)
Karasek’s job control-demand

**Population /Purposive Sample**
Females 9 (81.82%) Males 2 (18.18%)

**Data Collection**
- Interview
- Observation
- Recording

**Data Management & Analysis**
- Recording,
- Taking notes,
- Observing,
- Upload interview in PC,
- Verbatim Transcription, and
- Word frequency query

**Coding Process**
- Color Coding Commonalities
- Code inductively by hand
- Research questions as Framework
- Relevancy to Study Purpose
- Categorize data
- Frequency query
- NVivo software

**Findings: Six main themes**
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**Recommendations**
1. Create a task force include nurses
2. Purchase, update, or develop a database system
3. Institute zone floating
4. Assign patient-care by acuity
5. Standardize a “buddy” system
6. Document accurately floating occurrences (shared drive, folder, notebook, excel spreadsheet, or a word document)

**Lessons Learned**
- Nurses not eager to float but agreed to float
- Lack of phenomenological studies
- Findings from the current study (and others in the US and abroad):
  - measure staff satisfaction,
  - burnout, and costly turnover, and
- Recruitment and retention issues, need for further research.