Exploring Nurses’ Feelings On Floating: A Phenomenological Study

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Exploring Nurses’ Feelings On Floating: A Phenomenological Study
Marie-Paule Lafontant, EdD/CI, 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.