

## ORIGINAL ARTICLE

**Workplace Challenges and Violence against Nurses: Subject Review**WALEED IBRAHIM SAAD<sup>1</sup>, ABID SALIH KUMAIT<sup>2</sup>, NASIR MUWFAQ YOUNIS<sup>3</sup><sup>1</sup>Assistant Lecturer, Adult Nursing/University of Kirkuk/College of Nursing/Iraq<sup>2</sup>Assist.Prof. Adult Nursing/University of Kirkuk/College of Nursing/Iraq<sup>3</sup>Assist.Prof. CHN, University of Mosul/ College of Nursing/IraqCorrespondence to: Nasir Muwfaq Younis, Email: [nasir.muwfaq@uomosul.edu.iq](mailto:nasir.muwfaq@uomosul.edu.iq)**ABSTRACT**

The World Health Organization (WHO) defines workplace violence as, incidents where staff are abused, threatened, or assaulted in circumstances related to their work, including commuting to and from work, involving an explicit or implicit challenge to their safety, well-being, or health." (WV) is listed as one of the world's leading causes of workplace disability, and is widespread in health settings in Arab countries and Iraq as well. Nursing staff have the highest recorded incidence of interpersonal violence in Iraq, posing a major concern for healthcare professionals. Different researchers concentrate on prevalence rates of violence against nurses in hospitals, addressing forms of violence, position and background of violence in the workplace. Thus, some form of occupational violence has been encountered by most Iraq nurses that may contribute to harm and abuse and reduced job performance. Reports have described the impact of violence in the workplace on the employee satisfaction of nurses and patient safety, but few studies have been done about whether aggression in the workplace influences patient safety via employee satisfaction. Ultimately, abuse against nurses is perceived by the nursing community to be a dynamic and chronic workplace risk. In the health care sector, nurses are among the most abused staff. Nurses are too often subject to abuse, primarily from clients, relatives of patients, visitors and caregivers team. The purpose of this article is to review the violence against nurses and challenges work place.

**INTRODUCTION**

The Canadian Nurses Association (CNA) strongly advocate violence-free workplaces to combat harassment in the workplace. Since aggression in the workplace poses a danger to workplace safety and health<sup>(1)</sup>. Workplaces must conform with territorial laws that are in force. As the concept of harassment in the workplace can differ, the following description is beneficial: "use by a person against a worker, in a workplace, of physical force that causes or could cause him bodily harm"<sup>(2)</sup>. Bullying, on the other hand, reflects general psychological abuse, which involves actions that have a stronger impact and reach than gender and race related abuse. Bullying is a type of violence and mental attack<sup>(3)</sup>.

Like in the form of medical, verbal (threats intended to kill, harm or threaten), economic and sexual actions, violent behavior may be explicit. They may also be concealed, such as neglect, rude behavior, embarrassment and hiding of information in front of other nurses. Such attitudes can exist with caregivers<sup>(4)</sup>. For instance, an altercation among workers and third parties and also with external parties. The consequences of harassment in the workplace or at home may have a good event on the workplace and psychological care providers<sup>(5)</sup>. The results of family violence may often carry over into the work and threaten the private safety of all workers and the safety of workers<sup>(6)</sup>. The consequences of family violence can also be absenteeism and decreased productivity. Abuse and bullying have a detrimental effect on clients' health<sup>(7)</sup>.

Workplace abuse in healthcare has an effect on the wellbeing of staff, as seen in health workers who felt offended as well as elevated levels of mental distress correlated with bullying experienced by health workers, to decrease general health, mental health, and strength ratings<sup>(8)</sup>.

Studies show that abuse against doctors and nurses is more widespread than more individual know. Although 80% of almost 3,000 workplace attacks occur annually in hospital environments, just 41% of nurses and 32% of doctors in the (ED) have reported instances of violence. Many familiar with everyday events in health systems may be surprised to learn that aggressive altercations are so normal that they are considered to be merely part of the process by most employees in the field<sup>(9)</sup>.

**Forms of Workplace Violence:** There are four forms of violence that can arise in the organization. The first type is by offenders that have no affiliation with the workplace or workers. The attacker is a client of the workplace in the second form. A third form is where the assailant is a work place employee. The fourth form happens when the attacker has a private discussion with the worker<sup>(10)</sup>.

**Workplace Abuse Prevalence:** "Prevalence of workplace violence from 1993 through 1999, an average of 1.7 million people per year was victim of violent crime while working or on duty in the US. In 2008, there were 16,330 cases of nonfatal assaults and violent acts by persons requiring days away from work in private industry"<sup>(11)</sup>.

They are three nurses employed at a teaching hospital with a Bachelor of Nursing degree. We have been met, directly or indirectly, with sort of violence during our job in the emergency room, whether verbal, physical or psychological. We enable us to better grasp the very meaning of violence and, more specifically, violence in treatment, and its prophylactic and curative dimensions, through the realization of this work. The core of our work in mental hospitals will revolve around abuse in prison services. To use it, we will develop a strategy for nursing care to improve the care. "Indeed, thanks, among other things, to a research methodology work, during our previous year of work, we were able to notice the importance of recognizing this theme and questioning ourselves about the main impacts of it"<sup>(12)</sup>.

**The effects of workforce violence against nursing employees:** Violence toward nurses can lead to psychological effects in hospital administration, such as anxiety, anger, distrust, and decreased employee performance. A most impacted is early career nurses, as it can lead to professional disenchantment. Violence affects caregivers' professional perspective, threatens recruiting and retention efforts, which can ultimately threaten clinical outcomes, especially during the general shortage of nurses<sup>(13)</sup>.

**DISCUSSION**

Workplace abuse threatens the health and well-being of nurses, other health professionals, caregivers. Individuals directly impacted by a violent event, and also those who experience it, are at danger of fairly serious to extreme physical and psychological consequences. Victims as witnesses may take violent actions as a societal expectation or survival tactic on their own<sup>(14)</sup>. The consequences of domestic terrorism reach beyond the working setting in order to impact the community and personal lives of potential witnesses. "Bullying in the workplace leads to low employee morale and their satisfaction, and an increase in absenteeism, wastage rates and intention to leaving employment and nursing"<sup>(15)</sup>. In healthcare facilities, violence can cause unwanted impact on health (collapse, medical errors and administration) and adversely affect patients' health outcomes. The resulting decrease in the standard of care, as well as the bad

# Subject Of Violence

**Rachel Sandford**



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## **Table of Contents Subject Of Violence**

1. Understanding the eBook Subject Of Violence
  - The Rise of Digital Reading Subject Of Violence
  - Advantages of eBooks Over Traditional Books
2. Identifying Subject Of Violence
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Subject Of Violence
  - User-Friendly Interface
4. Exploring eBook Recommendations from Subject Of Violence
  - Personalized Recommendations
  - Subject Of Violence User Reviews and Ratings
  - Subject Of Violence and Bestseller Lists
5. Accessing Subject Of Violence Free and Paid eBooks
  - Subject Of Violence Public Domain eBooks
  - Subject Of Violence eBook Subscription Services
  - Subject Of Violence Budget-Friendly Options
6. Navigating Subject Of Violence eBook Formats

- ePub, PDF, MOBI, and More
  - Subject Of Violence Compatibility with Devices
  - Subject Of Violence Enhanced eBook Features
7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Subject Of Violence
    - Highlighting and Note-Taking Subject Of Violence
    - Interactive Elements Subject Of Violence
  8. Staying Engaged with Subject Of Violence
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Subject Of Violence
  9. Balancing eBooks and Physical Books Subject Of Violence
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Subject Of Violence
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Subject Of Violence
    - Setting Reading Goals Subject Of Violence
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Subject Of Violence
    - Fact-Checking eBook Content of Subject Of Violence
    - Distinguishing Credible Sources
  13. Promoting Lifelong Learning
    - Utilizing eBooks for Skill Development
    - Exploring Educational eBooks
  14. Embracing eBook Trends
    - Integration of Multimedia Elements
    - Interactive and Gamified eBooks

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