



Assessment of the Prevalence and Predictors of Workplace Violence Against Nurses Working in Referral Hospitals of Oromia Regional State, Ethiopia

Authors

TEFERRA LIKASSA

BSc (N), Msc (N) RN
Medical and Health Science College
Lecturer- Department of Nursing and Midwifery
Ambo University
Ethiopia
Advisors

Prof. Challi Jira

BSc. MPH, CHMPP, DVLDP

Mr. Woudineh H/Mariam

BSc, MSc, RN.
East Africa

Abstract

Workplace violence is a serious occupational risk for the domestic and global workforce, accounting for approximately 900 deaths and 1.7 million non-fatal assaults each year in the United States. In British Columbia, nurses have nearly four times the incidence of violence of any other profession. However, no studies have investigated this phenomenon in Ethiopia. Therefore the objective of this study was to assess the prevalence and predictors of workplace violence against nurses working in referral hospitals of Oromia Regional State, Ethiopia.

***Method:** Facility based cross sectional study was conducted among nurses working in all referral hospitals of Oromia Regional State, Ethiopia. Two hundred fifteen (215) nurses were selected by simple random sampling technique. Data were collected using structured and pre-tested questionnaire Data were entered and analyzed using SPSS software version 16.*

***Result:** Out of 215 nurses expected, 203 nurses participated in the study . Over all 168(82.2%) of the nurses have experienced workplace violence during the previous 12 months. Among these 81.8%, 9.9%, 47.3%, and 23.2% had history of verbal abuse, sexual harassment, bullying/mobbing and physical violence respectively within the past 12 months. Nurses working in the inpatient departments were 4 times more likely to experience workplace violence than those who did not (AOR=4.326, 95% C.I., 1.594, 11.739. Clients who wait long for service above the recommended time were 3 times more likely to create workplace violence than those who did not (AOR=2.960, 95% C.I.1.214, 7.217).*

- Objectives
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Specific objectives

- ✓ To determine the magnitude of work place violence against nurses,
- ✓ To assess the forms/types of work place violence against nurses,
- ✓ To identify factors associated with workplace violence against nurses

Methodology-Study Area and period

The study was conducted in four referral hospitals of Oromia Regional State of Ethiopia from February 1st to 20, 2012. Oromia region is the central part of Ethiopia which has 18 zonal administrative . The four referral hospitals of Oromia region are: Adama referral hospital from East shoa, Shashemene referral hospital from west Arsi, Nekemte referral hospital from East Wellega, and Metu-Karil referral hospital from Ilu Abba Bora zone. The total numbers of nurses have been working in the four referral hospitals of Oromia were **400** (ORHB 2011/2012, 6th month hospitals performance report).

Study Design

Institution based cross-sectional study design that incorporates both quantitative and qualitative method was conducted.

Population

Source population -All nurses working in referral hospitals of Oromia Regional State, Ethiopia (the 4 hospitals)

Study population- quantitative and qualitative study

Selected nurses from referral hospitals of Oromia regional state that fulfill the inclusion criteria constituted the study population .Purposively selected matrons, head nurses and staff nurses of the four referral hospitals for qualitative study

Inclusion and Exclusion criteria

Inclusion criteria: Nurses who have worked at least for the past **12 months** and above at the hospitals

Exclusion criteria: Nurses who are not directly involved in patients care (Non-health service managerial position)

Variables

Dependent variable: Work-place violence (WPV)

Independent variables:

1. Socio-demographic factors:

- ✓ Gender, Age, Ethnicity, Religion, Marital Status, Educational Level, Work Experience.

2. Organizational factors:

- ✓ Working hour/Shift, Working unit, Long waiting time, Lack of workplace health and safety training, Lack of prescribed drugs, Not reporting violent incidents, Lack of security measures,(guards)

3. Perpetrator factors:

- ✓ Under the influence of alcohol, Mental illness, Stressful emergency situation, Role misconception, Misunderstanding

Data Collection Methods

- ✓ Self-administered structured questionnaires for quantitative data collection and
- ✓ Face to face in-depth interview and note taking for qualitative data collection

Data Quality Control

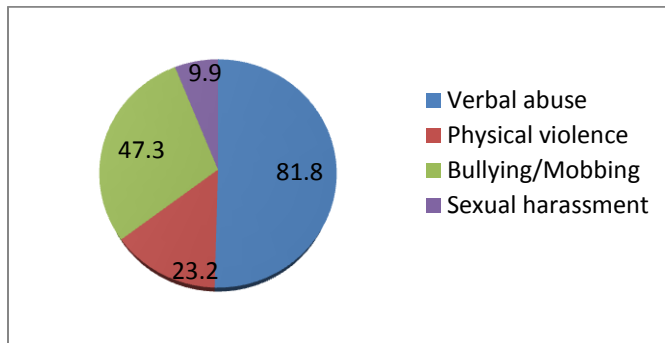
The quality of the data was assured by using validated questionnaire which was previously developed and used by ICN/WHO/PSI/ILO and American ENA. The questionnaire was prepared in English since the populations of the study are health professionals with diploma and degree level. Unusual words were given Amharic translation within brackets. The questionnaire was tested on 5% of the total sample at Asella referral hospital. The questions were checked for clarity,

completeness, consistency, and setting of time required to conduct the study, than the questions which posed difficulty or unclear were rephrased and corrected. The audio taped interviews were transcribed into hand written English transcript. Finally the qualitative findings were triangulated with quantitative findings.

Four diploma clinical nurses for data collection and four BSc nurses for supervision were recruited and participated throughout the data collection.

Magnitude of Workplace violence: Overall, 168(82.8%) of the respondents reported that they have experienced workplace violence during the previous 12 months period. Only 35 (17.2%) nurses reported that they did not experience workplace violence in the last 12 months. Regarding frequency of the violent incidents among the victims, 38.7% reported that they had been experienced violent incidents several times a month, 32.7% at least two to four times, 10.1% once, 9.5% five to nine times, 5.4% daily and 3.6% about once a week in the last year.

Forms of Workplace violence: Respondents were asked to signify the violent incident(s) (could be more than one) of different forms of workplace violence. Majority of the respondents reported that they were called-names (67.3%), shouted at (46.3%), threatened (40.1%) and cursed at (29.6%); which indicates that most of the nurses 166(81.8%) have experienced verbal abuse form of workplace violence. Regarding physical violence, the most violent incidents experienced by nurses were: pushed (50%), grabbed/pulled (35.4%), and spit on (25%)

Table:1 –forms of work place violence

SN.	Forms of WPV	Frequency No (%)	
		YES	NO
1	Verbal abuse	166(81.8%)	37(18.2%)
2	Sexual harassment	20(9.9%)	183(90.1%)
3	Bullying/Mobbing	96(47.3%)	107(52.7%)
4	Physical violence	47(23.2%)	156(76.8%)

Table:2 Multiple logistic regression analysis of factors associated with workplace violence against nurses at referral hospitals of Oromia region, Ethiopia, Feb., 2012, (n=203).

SN	Variables	Adjusted OR (95% C.I.)	P-Value
1	Age		
	<30	4.165 (1.149, 15.099)	0.030
	30-44	4.060 (1.009, 16.341)	0.049
	>44	1.00	
2	Long waiting time (>2hrs)		
	Yes	2.960 (1.214, 7.217)	0.017
	No	1.00	
3	Ward/Inpatient unit		
	Yes	4.326 (1.594, 11.739)	0.004
	No	1.00	
4	Working shift/time		
	Regular working hour	4.490 (1.832, 11.004)	0.001
	Night shift	1.00	

*Significantly associated with WPV at p-value <0.05

Recommendation

- ✓ Nurses should get training on workplace safety and how to report incidents and risks,
- ✓ Nurses should report any incidents of violence in order to take appropriate action.
- ✓ Nurses working in wards should get special attention in order to reduce the incidence of violence against them,
- ✓ Regular working hour should be given great emphasis in order to reduce the risk of violence than night shifts
- ✓ Clients waiting time for service in the hospital should be reduced to the recommended time by BPR..

Conclusion

- ✓ The prevalence of workplace violence was high within the past 12 months.
- ✓ The prevalence of verbal abuse was more than three times than that of physical violence,
- ✓ Nurses working in the in-patient department (Ward) were the more vulnerable to violence incidents than other unit nurses,
- ✓ Regular working time was more risk of workplace violence than the nights shifts,
- ✓ Long waiting for service was most mentioned reason by most of the nurses,
- ✓ Patients' relatives were the most perpetrator of workplace violence,

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