

## 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 Iraqi 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

**Daniel F McAuley**



## **Subject Of Violence:**

**Violence and Crime in Nineteenth Century England** J. Carter Wood, 2004-07-31 This book illuminates the origins and development of violence as a social issue by examining a critical period in the evolution of attitudes towards violence. It explores the meaning of violence through an accessible mixture of detailed empirical research and a broad survey of cutting edge historical theory. The author discusses topics such as street fighting, policing, sports, community discipline, and domestic violence, and shows how the nineteenth century established enduring patterns in views of violence. *Violence and Crime in Nineteenth Century England* will be essential reading for advanced students and researchers of modern British history, social and cultural history, and criminology.

**The Life-Course of Serious and Violent Youth Grown Up** Evan McCuish, Patrick Lussier, Raymond Corrado, 2021-06-30 *The Life Course of Serious and Violent Youth Grown Up* addresses significant gaps in the literature on youth involved in chronic serious and violent offending. Through longitudinal research and a long follow up into adulthood, it challenges common perceptions about offending outcomes. Using theoretically grounded, methodologically sophisticated, and empirically driven research, this book culminates 20 years of data emerging from the Incarcerated Serious and Violent Young Offender Study (ISVYOS), initiated in 1998 to understand the origins of serious and violent youth offending. It follows 1,719 formerly incarcerated youth through adulthood and offers a contemporary perspective to questions about chronic offending in adolescence and social and offending outcomes in adulthood. The authors provide a theoretically framed examination of new findings from the ISVYOS regarding participants' justice system involvement from onset to persistence to desistance. Most participants experienced continued involvement in the justice system in adulthood. However, contrary to past literature, ISVYOS findings challenge static descriptions of chronic offending and notions of the youth super predator. ISVYOS findings also challenge assertions that experiences and risk factors in childhood and adolescence are not informative of adult justice system involvement. Together, the findings call for a more humanistic approach that recognizes that the complex lives of individuals formerly incarcerated in adolescence implies that desistance does not happen by default. This book will be of great interest to scholars, researchers, and students of forensic psychology, developmental and life course criminology, youth justice, and violent crime.

**Victimology** Leah E. Daigle, 2017-06-21 *Victimology: A Text Reader, Second Edition* engages students with the most current, cutting edge articles published in the field of victimology, as well as connects them to the basic concepts. Unlike existing victimology textbooks, this unique combination of published articles with original material presented in a mini chapter format puts each topic into context so students can develop a better understanding of the extent, causes, and responses to victimization. Students will build a foundation in the history and development of the field of victimology, will be shown the extent to which people are victimized, and why, will learn the specific types of victimization, and will witness the interaction between the criminal justice system and victims today.

**George Gissing and the Woman Question** Christine Huguet, 2016-04-22 Approaching its subject both contextually and comparatively, *George Gissing and the*

Woman Question reads Gissing's novels, short stories and personal writings as a crux in European fiction's formulations of gender and sexuality. The collection places Gissing alongside nineteenth and twentieth century authors as diverse as Paul Bourget, Ella Hepworth Dixon, May Sinclair and Theodore Dreiser, theorizing the ways in which late Victorian sexual difference is challenged, explored and performed in Gissing's work. In addition to analyzing the major novels, essays make a case for Gissing as a significant short story writer and address Gissing's own life and afterlife in ways that avoid biographical mimetics. The contributors also place Gissing's work in relation to discourses of subjectivity and intersubjectivity, identity, public space, class and labour, especially literary production. Increasingly viewed as a key chronicler of the late Victorian period's various redefinitions of sexual difference, Gissing is here recognized as a sincere, uncompromising chronicler of social change.

*Violence and Social Injustice Against Women in the Workplace: Main report, study findings and recommendations*, 1999      **Crime and Delinquency**, 1980      **Cobbett's Parliamentary Debates**, 1882

*Psychological Aspects of Crisis Negotiation* Thomas Strentz, 2017-11-30. *Psychological Aspects of Crisis Negotiation* Third Edition explores the methods and strategies for confronting the nine types of subjects typically encountered in hostage, suicide sieges by correctional staff and law enforcement crisis negotiators. Strentz, an experienced negotiator who designed and directed the FBI's hostage negotiator program, lays out the critical elements that are required for a successful encounter with a hostage taker or other malefactor. This book highlights psychological dynamics of negotiations as they apply to the negotiator, the hostage and the subject. It discusses the predictors of surrender versus the need for a tactical intervention and examines the phases of a hostage crisis and the changing focus as the crisis develops. Referencing historical events such as the Bay of Pigs invasion and the Challenger and Columbia incidents, this text demonstrates how faulty group decision making can spell tragedy. Enhanced with case studies to put the material into context, this third edition also includes new chapters on the SWAT team crisis negotiator interface and on the genesis of the increased incidence of mentally ill hostage takers. Based on decades of experience in the field and practical advice from a national expert, this volume arms negotiators with the knowledge and tools they need to defuse crises and increase the odds that hostages will survive.

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**People of England in the Nineteenth Century** Justin McCarthy, 1899      **The American Journal of the Medical Sciences**, 1895      **Hand-book of Prohibition [1884]**. Andrew J. Jutkins, 1883      *Edinburgh Medical Journal*, 1890      A Practical guide for making post-mortem examinations, and for the study of morbid anatomy Amos Russell Thomas, 1873

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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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