

Presentation Title	Place in Schedule
Violence Experienced by Registered Nurses Working in Hospitals: an Evaluation Study	Concurrent Session 6.2 <i>Day 3 – Thursday May 10th, 2018 4:05 – 5:30pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>The purpose of this study was to complete an exploratory evaluation of nurses' experiences and beliefs about violence in the workplace. The specific performance issue that was explored was the violence experienced by Registered Nurses (RNs) while working in hospitals in Massachusetts. The research questions included: 1) what was the nature of the RNs' experiences in aggression and/or physical violence while working in the hospital? 2) what were the barriers for an organization to measure and evaluate these incidents? and 3) what were the recommendations for the organizational practice? Clark and Estes' (2008) gap analysis was used and adapted to the evaluation model and implemented as the conceptual framework. Snowball sampling resulted in a sample size of 254 individuals who completed electronic surveys. The data collected included demographics, frequency of experiencing acts of aggression and/or physical violence, frequency of reporting these incidents, and an assessment of the knowledge, motivation, and organizational influences related this problem of practice. The data analysis was both exploratory and descriptive and included coding of open ended responses to identify themes and descriptive statistics. The two major findings were that there was a lack of reporting of these types of incidents and there was low self-efficacy of RNs related to this problem of practice. The recommendations for practice addressed the knowledge, motivation and organizational influences using Clark and Estes (2008) framework. An integrated implementation and evaluation program for organizations was then described using the New World Kirkpatrick Model (2016) as a framework.</p>	<p>Susan Holland, MS, RN <i>Beth Israel Deaconess Medical Center and Doctoral Candidate at the Rossier School of Education at the University of Southern California</i></p>

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