

Disorders Among Shift Work Nurses during Internship in Public and Private Hospitals of Nagpur City

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Abstract: *The term shift work is an arrangement of working hours that uses two or more teams (shifts) of workers, in order to extend the hours of operation of the work environment beyond that of the usual office hours. Nurses are the most important resource of a hospital and healthcare system. Internship is a job taken by a student in order to learn a profession. The goal of nursing resource management is to acquire, provide, retain and maintain competent staff nurse in right numbers to meet the needs of the patients and community served by the organization. Aim of the study was to determine the health disorders among shift work nurses working during internship. Materials and methods: a cross sectional study was conducted among (108) nurses at public and private hospital of Nagpur city. Data collection: a questionnaire composed of 2 parts; Part one: includes demographic domain related questionnaire; b) Part two: Physical Health domain related questionnaire. Results: It was found that nurses working in various shifts during internship are suffering from various health disorders such as Eye disorder (7.7%), Backache(32.4%), Headache(23%), Digestive disorders(21.2%)*

Conclusion: Nurses (82.88 %) working in different shifts during internship are facing health related disorders 17.12% of the nurses are not facing any health issues while working in different shifts in hospitals

Keywords: Nurses, Internship, Disorders, Shift work

I. INTRODUCTION

Human Resource is the most vital and valuable in any organisation It includes all types and kinds of human resources whether workers working in factories, offices ,farms ,construction etc, organised or unorganised ,supervisors managers ,engineers , doctors ,nurses , executives ,scientists etc working in offices and other establishments.

The orientation of the company on the human resources turned to be one of the key tasks of strategic management and human resources play important role in all strategic decisions. According to Boudreau and Ramstad “Whether it is called “people,” “labor,” “intellectual capital,” “human capital,” “human resources,” “talent,” or some other term, the resource that lies within employees and how they are organized is increasingly recognized as critical to strategic success and competitive advantage.

II. NURSE

Nurses are the most important resource of a hospital and healthcare system. The goal of nursing resource management is to acquire, provide, retain and maintain competent staff nurse in right numbers to meet the needs of the patients and community served by the organization. The nurse has assumed an important position in the healthcare system since ancient times.

The idea of continuing education in nursing is as old as organized nursing, but the concept of lifelong learning for the nurse has developed slowly. Nurses throughout the world now are called to work in a health care environment that is undergoing reform as never before imagined. Hospitals are becoming increasingly diverse, cultural melting-pots where nurses work on the front lines of race, religion, and gender .Medical technology and science are developing rapidly, resulting in the need to learn new skills and procedures and acquire the knowledge necessary to operate complex equipment. Patient needs have become more complicated; nurses must implement requisite competencies in leadership, health policy, system improvement, research, evidence-based practice, and teamwork and collaboration in order to



deliver high-quality care. Doctor-time is limited, but nurses deliver hour-to-hour care and interact with the families of patients. It requires the ability to listen and understand people from all walks of life. Whatever the tools and technologies, the job of the nurse will remain caregiver and advocate for the most sick and vulnerable members of our communities.

III. SHIFT WORK

The term shift work is defined as an arrangement of working hours that uses two or more teams (shifts) of workers ,in order to extend the hours of operation of the work environment beyond that of the conventional office hours. The varieties of shift work include: stable/permanently displaced working hours in which the work schedule used does not require a person to normally work more than one shift (including night work), rotating shift work in which an individual is normally required to work more than one shift, changing from one shift to another and unscheduled working hours. On-call shift is also a special form of shift work, where in case of emergency the particular group of workers are called for their duties. The most widespread shift system is when production is organized in eight-hour shifts, called morning, afternoon ,evening and night shifts

According to the International Labour Office, shiftwork is defined as: ‘A method of work organization under which groups or crews of workers succeed each other at the same workstations to perform the same operations, each crew working a certain schedule or shift so that the undertaking can operate longer than the stipulated weekly hours for any worker. Often the term is used when more than one work period is scheduled in a workday or when most of the working hours fall outside the standard workday, such as evening, night or weekend shifts’.

Shift work is different working hour’s arrangements, including working outside daytime hours such as night shifts, overtime work and rotational or irregular work patterns. It is a system in which staffs are required to work a combination of day,afternoon and night shift Digestive troubles are most frequently complained of shift workers

Manystudieshavereportedahigher prevalence of nutritional and metabolic disturbances among shift workers, as overweight , obesity and total cholesterol blood levels in shift workers engaged in night work, that increases heart disease

IV. INTERNSHIP

Internship is a job taken by a student in order to learn a profession. An intensive program during which a new graduate nurse spends several months to a year gaining practical experience with supervision and coaching to enhance clinical and cognitive skills. This program incorporates hands-on practice as well as formally held classes.

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V. AIM OF WORK

Aim of the study was to determine the health disorders among shift work nurses during internship.

Materials and methods

- **Study design:** a cross-sectional study
- **Place and duration of study:** The study was conducted among nurses in public and private hospital over the period from May 2021 to Jan 2022.
- **Study Methods:** Questionnaire that involved information about:
 - The first part: demographic and work-related questions that included age, gender, marital status, working sector, duration/schedule of work, title of job ,type of shift work
 - The second part: Physical Health domain related questionnaire .

Consent

Informed verbal consent was taken before data collection. Confidentiality of participants was maintained.

Ethical approval

Ethical permission was obtained from the hospital administration to conduct the study prior to data collection.



Data Management

For the data entry and statistical analysis, Microsoft office excel was used for frequency distribution tables, mean and data is interpreted using bar charts.

Results

Physical Health domain related questionnaire

Are you facing some disorder due to Shift work?

Table 1: Nurses facing disorder due to shift work

Value	Percentage
Eye	7.7%
Backache	32.4%
Headache	23%
Digestive	21.2%
Any other(mention below)	26.1%

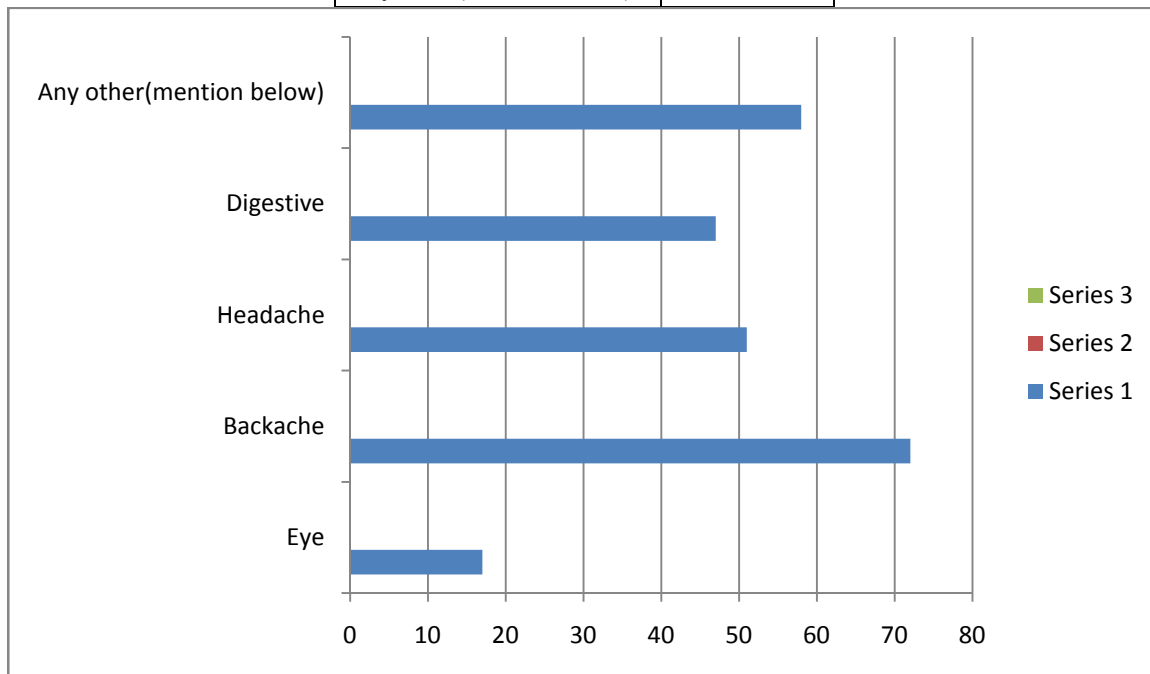


Figure 1: Nurses facing disorder due to shift work

Above bar graph denotes the count of number of nurses responded that they are facing various health disorders such as Eye ,Backache ,Headache ,Digestion related disorder .Above table 1 denotes disorders in the form of percentage .77%of nurses are facing eye related disorders,32.4% of nurses are facing back related disorders,23% of nurses responded that they are facing headache,21.2% of nurses responded that they are suffering from digestives disorders and lastly 26.1% responded other option.

Are you facing some disorder due to Shift work? If you have chosen any other option please mention in detail which disorder you face otherwise go for next question

Table 2: Response of nurses choosing other option

Value	Percentage
Headache in night shift	2.5%
Leg pain	2.5%
NO DISORDER	2.5%
No	12.5%

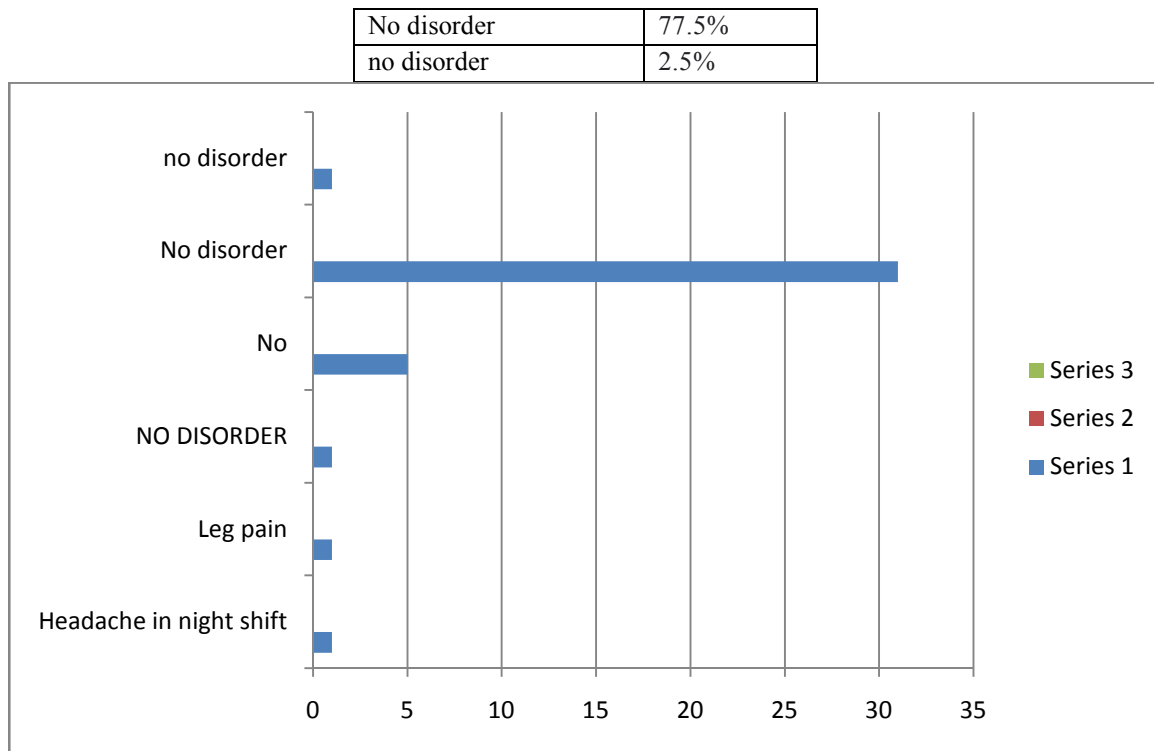


Figure 2: Response of nurses choosing other as option

Above bar graph denotes the count of number of nurses who has chosen other option apart from facing various health disorders such as Eye ,Backache ,Headache ,Digestion related disorder .Above table 2 denotes disorders in the form of percentage .2.5% of nurses has responded that they face headache specifically during night shifts. Also 2.5% of nurses has responded that they are facing leg pain issues. Out of all those nurses who have chosen other option 95% of nurses are not facing any disorder or health related issues.

VI. CONCLUSION

Nurses working in shift work, especially rotating and non-fixed shifts are facing various health disorders such as Eye disorder ,Backache ,Headache ,Digestion related disorders . It is recommended that fixed shifts per month may decrease the risk of developing disorders also 6hour or 8 hours shift work can implemented instead of 12 hours shift work.

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