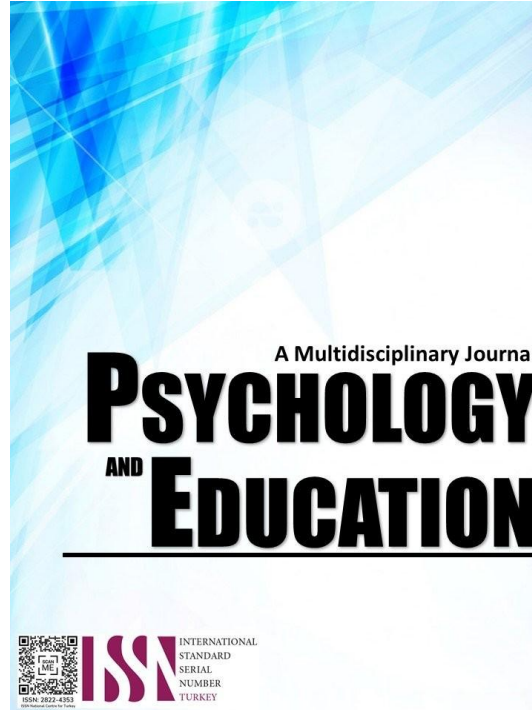


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Biphasic Methods in Developing an Anti-Workplace Violence Program for Healthcare Institutions

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Abstract

Workplace violence, commonly known as WPV, was a prominent occurrence, particularly within the healthcare environment. The occurrence of workplace violence (WPV) targeting healthcare workers (HCWs) had witnessed a surge amidst the COVID-19 pandemic. The aim of the study was to develop triphasic methods by exploring the intended anti-workplace violence interventions among healthcare institutions, specifically hospitals in Batangas. This investigation utilized a three-phase research design that aimed to undertake an analysis of both qualitative and quantitative data to create a bespoke questionnaire pertaining to the efficacy of anti-violence measures in the healthcare workplace. An exploratory sequential design encompassed a research methodology that integrated both qualitative and quantitative methods. In this particular study design, the sequential steps involved the initial collection and analysis of qualitative data followed by the subsequent collection and analysis of quantitative data. Salvador et al. (2020) employed a three-stage exploratory sequential mixed-methods strategy. In phase one, the researchers conducted semi-structured qualitative interviews with 20 nurses. The Colaizzi approach was used to examine the data collected from these interviews. In phase two, the qualitative findings were converted into survey components, constructs, and items. The nursing process system concept was used to develop this new survey instrument. Finally, in phase three, validation was done to formally approach an extensive program tool that emphasized anti-violence. The aimed of the studied was to explore the workplace violence experienced by nurses in hospitals to provided a strategic intervention thus, this was implemented among hospitals in Batangas. Hospitals was classified according to functionality, known to acknowledged all kinds of illnesses, deformities, or diseases. The local context provided insights and statistics that was directly pertinent to the country's healthcare system and nursing staff. It assisted in addressing specific difficulties and needed faced by Filipino nurses and healthcare facilities. There had been incidents and reports of workplace violence, and knowing the precise elements that contributed to violence in this setting led to more targeted interventions and solutions. The variety of healthcare settings and the availability of resources was also factors in selecting Batangas province.

Keywords: *Anti-workplace Violence, bullying, Workplace Violence (WPV), Healthcare Workers (HCWs)*

Introduction

The occurrence of workplace violence is a significant issue prevalent within the healthcare community. All healthcare professionals are susceptible to encountering instances of workplace violence. Violence within healthcare settings can be perpetrated by patients, their families, and even fellow healthcare workers (HCWs). Indeed, it has been discussed by the OSHA (2023) that workplace violence encompasses any occasion involving actual or potential physical violence, harassment, intimidation, or any other form of threatening disruptive conduct that takes place within the confines of a work site. The spectrum of violence encompasses a wide array of harmful behaviors, spanning from acts of intimidation and verbal aggression to incidents of physical assault and, in extreme cases, instances of homicide. This phenomenon has the potential to impact and engage a wide range of individuals, encompassing the healthcare sector.

Primarily, in Batangas, in contemporary times marked by resource limitations, there has been a discernible trend towards increased prominence, recognition, and acknowledgement of the various functions undertaken by nurses. Despite being one of the largest cohorts within the realm of healthcare professionals, the field of nursing continues to face persistent issues, namely widespread vacancies and the pervasive presence of violence, which encompasses both acts of bullying and physical harassment (Artificion,2020).The government is appealing for the persistent support of the healthcare sector in providing essential services such as complimentary medical initiatives, consultation services, distribution of relief goods, and other healthcare provisions. The achievement of the objective will be realized solely upon the provision of dignified and significant treatment towards nurses.

Workplace violence (WPV) exhibits a strong correlation with declining levels of job satisfaction. In comparison to alternative working environments, healthcare professionals face an elevated vulnerability to physical, sexual, or psychological harm (Cheung, 2017). Workplace violence (WPV) as to Escribano (2019) refers to instances in which nurses are subjected to abuse, threats, or physical assault within the scope of their professional duties,encompassing both their work settings and their travel to and from work. Such incidents present overt or covert challenges to the employees' overall safety, well-being, and physical health. The phenomenon of WPV can be categorized into two primary groups, namely, physical, and psychological.

Nonetheless, the issue of workplace violence is prevalent within the global workforce. This phenomenon can be observed across a multitude of corporate entities and industries, encompassing those in which safety and security concerns pose a significant challenge. Instances of workplace violence are a prevalent occurrence, experienced by employees across the globe. This phenomenon holds potential to affect a wide range of companies and industries, primarily those in which violence represents a significant issue (Morphet,

2019). Indeed, hospitals and nursing homes constitute a substantial portion of workplaces where violence is prevalent. Violence in healthcare settings can also manifest in alternative healthcare facilities, where individuals who are recipients of healthcare services may serve as potential sources of aggression towards healthcare professionals. An emblematic manifestation of workplace aggression encompasses both verbal and physical hostilities originating primarily from patients, medical practitioners, and highly distressed acquaintances.

Therefore, the aim of this study is to provide triphasic methods of antiworkplace violence program for healthcare institutions in the Philippines by exploring the violence among nurses in different hospitals in Batangas. This will help healthcare workers to heighten productivity and decrease instances of absenteeism. Also, nurses employed within an environment devoid of any form of harassment are apt to experience enhanced feelings of security, thus fostering a greater propensity to maintain their tenure with the organization for a prolonged duration. Furthermore, the implementation of triphasic intervention can foster a sense of assurance among nurses within the hospital workplace, while also cultivating their comprehension regarding the paramount significance of a workplace environment free of any form of harassment. In the absence of workers' comprehension of the detrimental impact that harassing conduct can have on the overall cohesion within the workplace, a lack of progress in their conduct may ensue.

Research Questions

The study involved an exploratory sequential mixed method to develop triphasic methods by exploring the intended anti-workplace violence program among the healthcare institutions, specifically hospitals in Batangas province. Specifically, this study sought to answer the following questions:

1. What interventions can mitigate or eradicate the occurrence of the various types of workplace violence in the healthcare settings in the Philippines?
2. What workplace violence program can be derived from emerging qualitative findings?
3. What valuable recommendations can be drawn from the integrated results of the study?

Methodology

An exploratory sequential design encompassed a research methodology that integrated both qualitative and quantitative methods. In this particular study design, the sequential steps involved the initial collection and analysis of qualitative data followed by the subsequent collection and analysis of quantitative data. Salvador et al. (2020) employed a three-stage exploratory sequential mixed methods strategy. In phase one, the researchers conducted semi-structured qualitative interviews with 20 nurses. The Colaizzi approach was used to examine the data collected from these interviews. In phase two, the qualitative findings were converted into survey components, constructs, and items. The nursing process system concept was used to develop this new survey instrument. Finally, in phase three, validation was done to formally approach an extensive program tool that emphasized anti-violence.

This study implemented a two-phase system to gather the standard result of the study. The first phase was implementing a qualitative approach through semi structured interviews done face to face. This was to explore the perceived cause of workplace violence, the recommended intervention, and the perceived barriers to implementing the intervention. Thus, nurses of Batangas hospitals were part of the study. To identify appropriate constructs, the researcher undertook an analysis of emerging themes. Furthermore, it provided commendable evidence to substantiate the investigation. The interview process was conducted employing an exploratory methodology, thereby yielding more comprehensive insights from the standpoint of the participants. Moreover, it effectively discerned particular domains that required further examination from a qualitative perspective. By elucidating the emerging themes, the inquiry aspired to facilitate the attainment of its objective, namely the development of a proficient tool for the quantifiable second phase of the investigation. The study aimed to assess the validity of the survey tool by 5 expert reviewers. This endeavor intended to examine whether the outcomes revealed congruence with the qualitative outcomes and also ascertain the presence of any correlations or relationships.

This study utilized an exploratory sequential mixed-method design to accomplish coherent survey data and gather specific results regarding workplace violence in the healthcare setting. The investigation aimed to achieve a comprehensive theoretical structure that incorporated its goal and facilitated the examination of differences and similarities among participants through rigorous scientific methodologies.

The study employed a purposive sampling method to ascertain the needed samples from 20 registered nurses. The research utilized a purposive sampling approach, in which the researcher singularly determined the nurses chosen from the target population to participate in the face to face interview. To achieve the stated objective, a team of experts possessing substantive knowledge and specialized expertise in the relevant field endeavored to accomplish it by means of attaining consensus through proper consent and party agreement.

The next phase was the creation of the survey tool derived from the themes identified in phase 1 of the study. The skillful manipulation and efficient accumulation of participants, within a restricted time period, possessed considerable importance in this particular context. The study involved the selection of 4 experts that take part in the validation of the intervention. The staff development program was subjected to validity (face and content validity index) of 5 experts in the nursing profession. This phase utilized statistical software to determine the content validity index of the garnered results of validation, focusing on the relevance of the study and incorporating the

perspective of the respondents.

The aim of the study was to explore the workplace violence experienced by nurses in hospitals to provide a strategic intervention thus, this was implemented among hospitals in Batangas. Hospitals were classified according to functionality known to acknowledge all kinds of illnesses, deformities, or diseases. The local context provided insights and statistics that were directly pertinent to the country's healthcare system and nursing staff. It assisted in addressing specific difficulties and needs faced by Filipino nurses and healthcare facilities. There had been incidents and reports of workplace violence, and knowing the precise elements that contributed to violence in this setting led to more targeted interventions and solutions. The variety of healthcare settings and the availability of resources were also factors in selecting Batangas province.

Results and Discussion

Table 1. *The Profile of the Respondents*

<i>Respondents</i>	<i>Batangas District</i>	<i>Gender</i>	<i>Institution</i>	<i>Educational Attainment</i>
RN1	District 2	Female	Level 2, Private	Bachelor of Science in Nursing
RN2	District 2	Female	Level 2, Private	Master of Arts in Nursing
RN3	District 2	Female	Level 2, Private	Bachelor of Science in Nursing
RN4	District 6	Female	Level 2, Private	Bachelor of Science in Nursing
RN5	District 6	Female	Level 2, Private	Bachelor of Science in Nursing
RN6	District 2	Female	Level 1, Public	Bachelor of Science in Nursing
RN7	District 2	Female	Level 1, Public	Bachelor of Science in Nursing
RN8	District 6	Male	Level 3, Private	Bachelor of Science in Nursing
RN9	District 4	Male	Level 1, Public	Bachelor of Science in Nursing
RN10	District 4	Female	Level 1, Public	Bachelor of Science in Nursing
RN11	District 4	Female	Level 1, Public	Bachelor of Science in Nursing
RN12	District 5	Female	Level 3, Public	Master of Arts in Nursing
RN13	District 5	Female	Level 3, Public	Master of Arts in Nursing
RN14	District 5	Male	Level 3, Public	Master of Arts in Nursing
RN15	District 3	Male	Level 1, Public	Bachelor of Science in Nursing
RN16	District 3	Female	Level 1, Public	Master of Arts in Nursing
RN17	District 5	Female	Level 2, Private	Bachelor of Science in Nursing
RN18	District 1	Male	Level 2, Private	Bachelor of Science in Nursing
RN19	District 1	Female	Level 2, Private	Bachelor of Science in Nursing
RN20	District 1	Female	Level 2, Private	Master of Arts in Nursing

The participants were organized into groups and then terminated some respondents after enough data saturation was achieved. Twenty hospital nurses from the District of Batangas participated in the study, and all of them demonstrated comprehension of workplace violence. The respondents consist of individuals of both genders, specifically females and males, between the age range of 30 to 50 years old. Prior to the interview, a prearranged timetable was established, and subsequently, an in-person interview took place. There were no participants who discontinued from the study, and all the conversations were documented using cellphones and laptops. Notes were recorded immediately following the interview. The duration of the interview varied between 19 minutes to 47 minutes. The profiles of the 20 participants are provided in a table.

Theme 1. Workplace Violence Issues and Trigger Prevention

Table 2. *The Theme 1 on Workplace Violence Issues and Trigger Prevention*

<i>Significant statement</i>	<i>Formulated meaning</i>	<i>Theme cluster</i>	<i>Major Themes</i>
“it really is a must to foster a culture of respect and empathy by promoting open communication, active listening, and respectful interactions between healthcare workers and patients/families.” RN2	Initiatives by organizations to lessen the stigma of reporting or discussing workplace violence such	Stigma Control	Workplace Violence Issues and Trigger Prevention
“Prioritize patient-centered care through high-quality care delivery, patient engagement strategies, and continuous quality improvement initiatives especially that sometimes, patients tend to think that nurses are just someone that they can just ask around. that they have the authority to do so” RN16	bullying, harassment, and other types of hostility		
“In my experience, lack of recognition and appreciation for healthcare workers' hard work can lead to decreased morale and increased stress, increasing the risk of workplace violence. Recognize and reward healthcare workers' contributions through regular feedback, bonuses, or other incentives.” RN 12	The process of recognizing and respecting the specialized knowledge, skills, and experience of nurses	Acknowledging Expertise	
“Provide comprehensive training on workplace violence prevention and response strategies for them to acknowledge that we nurses also have a responsive skills for promoting anti violence”RN 19			

“Basically, when they dont get what they want. it automatically triggers them. hence, Provide training on dementia and mental health care, and ensure adequate staffing and support for these patients.” RN 3

“I’ve noticed that language barriers and cultural differences can create misunderstandings and conflicts between healthcare workers and patients/families. Provide language training for healthcare workers, cultural competency training for all staff, and interpreters as needed.” RN 11

“Especially that we are not educated on how to handle much aggression from our patient. on how to properly navigate their feelings when they tend to spit, curse or hurt us verbally and physically. Provide opportunities for professional development (e.g., training programs), mentorship opportunities, or career advancement options.” RN 18

“for me we have to Implement staffing ratios that ensure adequate support for healthcare workers, and prioritize workload management to reduce burnout.” RN 1

“I’ve seen how patient safety concerns and medical errors can lead to increased stress and anxiety among healthcare workers, increasing the risk of workplace violence. Implement robust patient safety protocols, conduct regular safety drills, and prioritize error reduction and reporting.” RN 4

“Foster a culture of teamwork and collaboration by promoting open communication, mutual respect, and shared goals.” RN 13

“Foster open communication channels between stakeholders through regular feedback mechanisms or transparency initiatives. for them to determine our situation of violence and harassment” RN 20

“for me it is important not only for nurse but among leaders to Encourage clear and respectful communication, using standardized communication tools and protocols to reduce misunderstandings.” RN 5

“I think the healthcare system must see the need for Ensuring adequate resources and support services for healthcare workers.” RN7

Approach to workplace violence prevention that includes training, awareness, and interactive programs aimed at educating Nurses

Comprehensive Education

Ability in ensuring that workplace violence prevention measures are implemented and maintained;

Understanding Roles and Responsibilities

the behavior of a supervisor or manager who demonstrates a culture of safety and respect that encourages employees

Supportive Leadership

Theme 1 is defined as the view and defined by nurses as workplace violence issues and how the triggers are being prevented focusing on how it also affects their job and responsibilities. Workplace violence is an escalating issue that can have serious consequences on employees, organizations, and the whole work atmosphere. In order to mitigate workplace violence, organizations must adopt a proactive approach by identifying and addressing possible catalysts, such as conflicts, stress, and substance misuse.

Hence, it is categorized as to (1) Stigma Control, (2) Acknowledging Expertise, (3) Comprehensive Education (4) Understanding Roles and Responsibilities and (5) Supportive Leadership

Theme 2. Effective Strengthening of Policies and Procedural Response

The following subcategories were produced: (1) Reporting Feedback, (2) Partnership Process, (3) Management Coordination, (4) Access to Health Services, (5) Procedure Engagement

Table 3. *The Theme 2 on Effective Strengthening of Policies and Procedural Response*

<i>Significant statement</i>	<i>Formulated meaning</i>	<i>Theme cluster</i>	<i>Major Themes</i>
“Our organization has a strict zero-tolerance policy towards workplace violence, which means that any form of violence or aggression will not be tolerated and will be addressed promptly. however, I am not sure if they were able to revisit the policy since the pandemic.” RN1	The process of employees providing confidential and anonymous feedback to management about incidents of workplace violence	Reporting Feedback	Effective Strengthening of Policies and Procedural Response
“We have a clear Code of Conduct in place that outlines the expected behaviors and standards of conduct for all staff members, including patients and visitors. however, some may still bypass some procedure especially if they feel the authority to do so.” RN6			
“We have established communication protocols in place to ensure that all staff members are informed and updated in real-time during an incident.” RN12			
We have access to behavioral health services for patients who may require additional support or treatment, when they tend to violate us	A collaborative approach	Partnership	

or they abuse us. however, in terms of the policies that me alleviate such violence, there are none, I really wish we have so that legally, it will help us perform our duty secured” RN 9 “We have a partnership with local authorities, including law Enforcement and emergency services, to ensure that we are prepared to respond quickly and effectively in the event of an incident. we have cooperation and collaboration technique.” RN 17 “ Supervisors receive training on recognizing and responding to workplace violence, as well as providing support and guidance to their staff members. but I do not see them having a mindset of being a good supervisor” RN 15 “We have a crisis management team in place that includes representatives from various departments, including security, HR, and administration, to coordinate responses to workplace violence incidents.” RN 18 “We should provide access to counseling services for staff members who may have been affected by workplace violence or traum” RN8 “We offer counseling services and support for staff members who have been affected by workplace violence or trauma. however, it just happens rarely. we have no consistent support training with violence”RN 11 “Regular training sessions on recognizing and responding to workplace violence are essential. We need to provide ongoing training and updates on new strategies and best practices” RN 4 “We should establish an anonymous reporting system that allows staff members to report incidents or concerns without fear of retaliation. This will help create a culture of openness and trust..” RN 6	between employers, employees, and law enforcement agencies to prevent and respond to workplace violence The process of planning, organizing, and controlling the efforts respond to workplace violence The provision of medical care for employees who are experiencing physical or mental health issues that may be contributing to workplace violence The process of implementing and enforcing a comprehensive workplace violence prevention plan, including protocols for reporting which allows nurses to be part of the procedure	Process Management Coordination Access to Health Services Procedure Engagement
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Theme 2 is defined as the effective strengthening of policies and procedural response. These are the perspective of nurses on policies and procedures that are in place to prevent and respond to workplace violence. Also, their perspective on the effectiveness and how it can be strengthen. In addition, policies should clearly define the duties and obligations of employees, supervisors, and management in order to prevent and address incidents of workplace violence. These policies should also include provisions for training and instruction on the established procedures and guidelines.

Theme 3. Understanding Roles and Responsibilities While Emphasizing Prevention Strategies

This theme is subdivided into (1) Empowerment, (2) Strengthening Professionalism, and (3) Improved Working Condition

Table 4. *Understanding Roles and Responsibilities While Emphasizing Prevention Strategies*

<i>Significant statement</i>	<i>Formulate meaning</i>	<i>Theme cluster</i>	<i>Major Themes</i>
“I believe the healthcare system should recognize and reward nurses who demonstrate exemplary professionalism and compassion in their work. This could include awards, recognition programs, or bonuses.” RN6 “I think it's crucial for healthcare organizations to prioritize diversity, equity, and inclusion in their policies and practices. This will help create a culture of respect and Understanding among all employees. RN12 “To address the emotional toll of workplace violence, I believe the healthcare system should offer regular mental health checks and access to counseling services. This will help us manage our stress and trauma.” RN11 “provide resources for nurses to develop their skills in conflict resolution and de- escalation techniques. This will help us respond more effectively to incidents of workplace violence.” RN 14 “I think the healthcare system should conduct regular debriefings and case reviews after incidents occur. This will help us learn from our experiences and improve our responses”RN 7 “The healthcare system should also establish clear policies for reporting incidents of workplace violence to external authorities, such as law enforcement or regulatory agencies. This will help ensure that we comply with	A crucial aspect of preventing workplace violence, as it involves understanding and clarifying roles and responsibilities, fostering a sense of ownership and accountability Crucial in preventing workplace violence, as it fosters a culture of respect, trust, and open communication among employees Help prevent workplace violence by reducing stress, promoting employee well-being, and fostering a culture of safety, respect, and open communication.	Empowerment Strengthening Professionalism Improved Working Condition	Understanding Roles and Responsibilities While Emphasizing Prevention Strategies

relevant laws and regulations.” RN 19

Theme 4 is understanding the roles and responsibilities while also emphasizing the prevention strategies. This focuses on how healthcare system do to the healthcare workers specifically among nurses towards understanding roles in the preventative measure and responsive way to the violence in workplace. Gaining a clear comprehension of duties and responsibilities is essential in order to prevent potential problems and guarantee an uninterrupted operation. It is crucial to establish and clarify the expectations of every individual involved, whether it is in a personal or professional situation. This involves determining their precise jobs, responsibilities, and limitations.

Theme 4. Technique and Impact of Implemented Anti Workplace Violence Emphasizing Support System

This theme 4 is consists of (1) Security and Respect, (2) Motivated Employee, and (3) Sense of Belonging

Table 5. *Theme 4 Technique and Impact of Implemented Anti Workplace Violence Emphasizing Support System*

Significant statement	Formulated meaning	Theme cluster	Major Themes
<p>“Offer regular training sessions on de-escalation techniques, including crisis management, conflict resolution, and communication skills. This will help us feel more confident and prepared to handle volatile situations.” RN1</p> <p>“Foster an open-door policy where staff feel comfortable sharing concerns and fears without fear of judgment. This will help prevent escalating tensions and allow us to address issues before they become major problems.” RN12</p> <p>“A safe and supportive work environment can reduce hospital- acquired injuries, as staff are less likely to be distracted or fatigued.”RN14</p> <p>“Give staff members the autonomy to make decisions and take actions in emergency situations. When we feel empowered, we're more likely to respond effectively and de- escalate situations.” RN3</p> <p>“A comprehensive support system with effective de-escalation techniques can promote long-term sustainability, as staff are more likely to stay engaged and committed to their work environment.” RN 20</p> <p>“Encourage a culture of respect and empathy among staff, patients, and visitors. This will help reduce conflicts and create a sense of community, making it easier to manage difficult situations.” RN 4</p> <p>“Offer access to counseling services or employee assistance programs to help staff members cope with the emotional trauma of workplace violence.” RN 7</p> <p>“A support system that fosters a sense of community among staff can promote a sense of belonging and reduce feelings of isolation.” RN16</p>	<p>Prioritizes employee safety and well-being by implementing a zero-tolerance policy for violence, promoting a culture of respect</p> <p>Foster a culture of respect, empathy, and inclusivity by providing training and support to employees</p> <p>Cultivated through inclusive and supportive work environments, can help prevent violence by fostering a sense of connection and shared values among employees</p>	<p>Security and Respect,</p> <p>Motivated Employee</p> <p>Sense of Belonging</p>	<p>Technique and Impact of Implemented Anti Workplace Violence Emphasizing Support System</p>

Theme 4 is the technique and impact of implemented anti workplace violence emphasizing the support system. This also discusses the support system role in improving the de escalation technique and the impact of anti-workplace violence. The workplace has created an anti-violence program that focuses on providing a comprehensive support system. This program employs several strategies to establish a secure and respected atmosphere. The support system has cultivated a culture characterized by transparent communication, mutual respect, and inclusiveness, resulting in enhanced employee morale, job satisfaction, and general well-being. Consequently, the corporation has emerged as an exemplar for workplace wellness, showcasing the significant influence that placing importance on employee safety and well-being can have on business performance and reputation.

Theme 5. The Anti-Workplace Violence Impact on Healthcare Policy and Monitoring

This includes (1) Harmony of trust and respect, (2) Recognizing Internal Impact (3) Efficient Equality, and (4) Healthcare Transparency

Table 6. *Theme 5 The Anti-Workplace Violence Impact on Healthcare Policy and Monitoring*

Significant statement	Formulated meaning	Theme cluster	Major Themes
<p>“An anti-workplace violence requires a culture of accountability and respect for all individuals, rather than relying solely on punishment and discipline. By fostering a culture of respect and empathy, we can reduce the</p>	<p>Anti-violence in the workplace is a culture of harmony and trust, where employees feel respected,</p>	<p>Harmony of trust and respect</p>	

likelihood of violent incidents.” RN5 “As a nurse, I've seen the impact of violence on staff retention rates. An anti-workplace violence requires prioritizing staff well- being through training, support systems, and policies that promote respect and safety. RN18 “An anti-workplace violence is not just about creating a safe environment; it's also about creating a culture of compassion and empathy that prioritizes respect for all individuals. By adopting an anti-violence approach in healthcare policy making, we can create a more just and equitable healthcare system that values human life above all else”RN20	valued, and supported, free from the threat of physical or emotional harm, and empowered to work collaboratively and effectively without fear of violence or aggression.	Technique and Impact of Implemented Anti Violence Workplace Emphasizing Support System
“The current healthcare policy framework often overlooks the role of education in preventing violence. An anti- workplace violence requires providing comprehensive education on violence prevention strategies, including de-escalation techniques, crisis intervention training, and bystander intervention..” RN15 “Healthcare policy makers often underestimate the role of technology in perpetuating violence. An anti-workplace violence requires addressing the impact of technology on violence prevention strategies through policies that promote digital safety and respectful communication online.” RN 19 “As a nurse, I've seen the impact of violence on staff morale and job satisfaction. An anti- workplace violence requires prioritizing staff well-being through training, support systems, and policies that promote respect and safety.” RN 10	the process of acknowledging and addressing the emotional, psychological, and physical toll that workplace violence can take on healthcare worker	Recognizing Internal Impact
“ An anti-workplace violence requires recognizing the psychological toll of violence on patients and families, providing support services, and addressing trauma-related issue” RN 8 “An anti-workplace violence requires nurturing human relationships through compassionate communication, empathy, and active listening. By doing so, we can create a more personalized and respectful experience for patients.” RN9	The fair and equitable distribution of resources, opportunities, and benefits in a way that is optimized to maximize social welfare, reduce inequality, and promote social justice. the open and honest disclosure of information about healthcare services to the anti violence workplace	Efficient Equality Healthcare Transparency

Theme 5 is the barriers on strategizing implementation on anti-workplace violence and drivers of influence. Evaluates the difficulties and barriers that healthcare environment encounter when trying to implement successful techniques for preventing and dealing with workplace violence. Monitoring of workplace violence has become an essential component of healthcare quality enhancement, as numerous organizations are increasingly adopting complete surveillance systems to detect and manage possible hazards.

Conclusions

This study concludes that ensuring a safe and healthy work environment for all employees is of utmost importance, and the implementation of measures to prevent violence in the workplace is essential in achieving this goal. In order to accomplish this, it is crucial to tackle workplace violence concerns and implement measures to prevent them. This entails identifying possible catalysts and focal points of violence in the workplace, such as instances of bullying, harassment, or employee disagreements, and taking efforts to prevent their escalation into violent occurrences. This may involve delivering instruction on conflict resolution, fostering a culture characterized by respect and inclusivity, and promoting open and transparent communication. Implementing strong rules and procedural remedies is crucial for avoiding and addressing workplace violence. This entails the formulation of precise policies and protocols for the reporting and investigation of acts of violence, the provision of assistance to victims, and the enforcement of consequences for perpetrators. Furthermore, it is crucial to regularly carry out drills and training exercises to guarantee that staff are well-versed in how to react in the case of a violent occurrence.

The following recommendation were established based from the recommendation, analysis and thorough investigation of the result:

Healthcare institutions should develop and implement policies that outline expected behaviors, consequences for violent behavior, and procedures for reporting and addressing incidents of workplace violence.

The result must undergo thorough reliability testing in order to determine the effectiveness and consistency of the program when implemented to the larger number of nursing

Healthcare institutions should regularly assess the impact of their programs and make adjustments as needed to ensure that they are effectively preventing and mitigating workplace violence.

The program should not be concentrated with the prevention of violence but also establishing a culture in the hospital where everyone will be able to understand the proper identification of healthy environment

Strengthen existing policies and procedural responses to workplace violence. Ensure these policies are clear, well-communicated, and consistently enforced. Regularly review and update policies to reflect current best practices and legal requirements.

Continuously assess the activities of nurses and their engagement towards the program. The leaders must also navigate with the idea of assisting everyone determine the importance of safe environment for all.

Administrator must comprehensively utilized tools in promoting anti violence by providing reading materials available for the public that they may easily utilized.

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