

Joint Event

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Exploring the organisational culture practice on the promotion of mental health of newly qualified nurses to the work environment

Usually newly employed nurses find adjusting to a work setting a challenging experience. Their successful adaptation to their work situation is greatly influenced by the socialisation process inherent in the organisational culture. The caring organisational culture promotes mental health. However, the newly employed nurse often finds that the norms are unclear, disorganised, confusing and restrictive. The purpose of the study was to explore on how the organisational culture impact on the promotion of mental health of newly qualified nurses to the work environment. A descriptive quantitative survey was employed to explore the constructs of organisational culture that have a positive or a negative impact on the adaptation of newly employed nurses to the work setting. Constructs such as conflict resolution; employee harassment; human resource orientation; goal clarity; identification with the organisation; locus of control; and untoward management style were examined. Respondents expressed their views as to what constructs of organisational culture had a positive or a negative impact on their mental health and adjustment to the work settings. Looking down upon the newly qualified nurse competence by their superiors featured most high as a stressor to them. Supervisors continuously passed yelling remarks such as “their training is superficial, they do not know how to perform basic procedures, they are lazy and useless, and I would not like to take a shift with them” and so forth. For the culture to serve its function it must be perceived as correct and valid and if it is perceived that way, it automatically follows that it must be taught to newcomers.

Biography

Lunic Base Khoza holds NRF C3 rating as an Established Researcher with specialties in Nursing Education, Health Promotion and Disease Prevention. For two years in a role (2012 and 2013), he emerged as UNIVEN's Best Overall Active Researcher. He has widely published scholar and reviewer of manuscripts for both national and international journals of high scientific repute. He is elected to serve in the International Council of Nurses Rural and Remote Nurses Network Core Steering Committee, which is represented by other eight members from international countries. He has been inducted into Hall of Fame for Research Excellence in Nursing in South Africa by the Forum of University Nursing Deans in South Africa. In 2016, he received a Life Time Achiever award of Africa's Most Influential Women in Business and Government and Titans: Building Nations.

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