A5-20: A Grounded Theory of Filipino Nurses’ Role Performance in U.S. Hospitals

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Abstract:
Introduction: In response to the nursing shortages, hospitals in the United States (U.S.) have been filling nursing vacancies by hiring foreign nurse graduates (FNGs). Filipino nurses represent the majority of all FNGs recruited to work in the U.S. Although Filipino nurses are not new to U.S. hospitals, very few studies have detailed how they have adjusted to U.S. nursing practices. Thus, the purpose of this study was to explore how Filipino nurses perceive their role performance in the U.S.

Method(s): Using grounded theory as the methodology and symbolic interactionism as the philosophical underpinning, a substantive theory was developed using constant comparative method. One interview was conducted with each participant and the data were transcribed verbatim.

Results: Thirty-one English-speaking female Filipino RNs practicing in Texas were recruited using convenience and theoretical sampling. Participants had been working in the U.S. for 6 months to 35 years. All participants experienced challenges while adjusting to the U.S. healthcare system and American society due to differences in cultural experiences and expectations. The Filipino nurses perceived that Americans are treating them unethically as workers in the United States. The theory explains how Filipino nurses’ perceive their performance as nurses in the U.S. The core variable was “transitioning from Filipino to U.S. nursing practice,” which was shaped by nine relational categories and divided into a four-stage-process. These factors interacted and affected how Filipino nurses’ perceived their roles as nurses and how they adapted to U.S. nursing practice.
Discussion & Conclusions: This substantive theory may be beneficial to those involved with Filipino nurses’ migration by providing knowledge about their role transitioning. However, these findings cannot be directly applied to all Filipino nurses. Future research studies are needed to expand the scope of this theory and to empirically test it.

Abstract History:
This abstract has not been presented or accepted for presentation in whole or in part at the SNRS or other scientific meeting.

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