

Experiences of the Workplace Environment of Neophyte Registered Nurses in Selected Hospitals of Limpopo Province, South Africa

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Abstract:

Globally, the healthcare workplace environment is regarded as complex in nature; hence, a supportive collegial environment is crucial in the professional socialisation of newly qualified registered nurses.

The study explored and described the experiences of the workplace environment by newly qualified registered nurses in their first 18 months of employment in selected hospitals of Limpopo province, South Africa.

The researcher used a qualitative approach following an explorative, descriptive, and contextual design. Seven focus group interviews were conducted with a sample of 51 newly qualified registered nurses (R.683), who were purposively sampled in their first 18 months of employment in different units of selected hospitals of Limpopo province, South Africa. Findings indicate that regardless of previous nursing experience, NQRNs' (R.683) re-entry into the workplace environment is overwhelming and stressful, like any other newly qualified nurse; hence, they perceived their workplace environment as negative.

Keywords:

Workplace environment, bullying, insubordination, orientation, attitude, behaviour.