

Bridging the Generation Gap in Nursing through Social Cohesion during COVID-19

Dr. Odelia Chen

PhD Lecturer, Nursing Department, Faculty of Health Professions, Ono Academic College, Kiryat Ono, Israel

Abstract

The nursing workforce is characterized by diverse generational cohorts, each bringing unique characteristics, perspectives and values that influence workplace dynamics.

The COVID-19 pandemic had far-reaching consequences such as changes in work patterns, quality and environment among nursing staff.

This study explores the intergenerational differences among primary care nurses' in Israel regarding self-efficacy, motivation, work values, job satisfaction, burnout and turnover intentions, focusing on how social cohesion during the pandemic reduced these gaps. Utilizing a mixed methods approach, findings indicated that while some generational gaps existed, social cohesion played a crucial role in intergenerational team-building efforts. It elevated empathy and respect across age groups, facilitating mentorship opportunities and collaborative practices.

Furthermore, the emotional challenges of the pandemic prompted nurses of all ages to support one another, resulting in a more cohesive work environment.

This research highlights the potential for enhancing intergenerational relations in nursing not only during crises but also emphasizes the necessity for addressing staff retention in the public healthcare system, especially for new generations entering the nursing workforce.

Future practice recommendations include structuring ongoing professional development that fosters team cohesion and intergenerational learning, ensuring a more harmonious and effective nursing workforce and better preparing to future health disasters.

Keywords

Bauxite Residue, Solid waste utilization, Fluidized-bed Fenton, dye-based wastewater treatment.