

Analysis of the Theory of Adaptation with the Rotation Policy as an Obstacle to the Development of Expert Nurses In Elderly Population: An Opinion

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ARTICLE INFO

Article type:

Article Commentary

Article history:

Received: January 15. 2023

Received in revised form: April 20. 2023

Accepted: 21 April 2022

Published: July 31. 2023

Keywords:

Rotations, Adaptation theory, Nurse, Older Adult

Conflicts of interest: None

Funding: None

How to Cite:

Suhaeni, H., A. Cahyono, K. M. Ulfa, T. Rahmawati, S. Pranata, and S. Aisyah. "Analysis of the Theory of Adaptation With the Rotation Policy As an Obstacle to the Development of Expert Nurses In Elderly Population: An Opinion". *International Journal of Aging Health and Movement*, Vol. 5, no. 2, Apr. 2023, pp. 1-6,

ABSTRACT

Specialist nurse competence in the elderly ward is one of the most important things in the realization of patient care in the elderly ward, the needs of the elderly are very complex and unique, so nurses must master the knowledge and skills about elderly care. Nurse rotation policies that are not programmed properly can result in delays in the formation of specialist nurses in elderly wards, Nurses who are not ready to face these changes will automatically reduce enthusiasm and quality of service to patients. In the concept of adaptation, Sister Callista Roy said that the output in this adaptation system is in the form of individual behavioral responses that can be assessed by nurses both objectively and subjectively. This behavioral response can be a feedback for the individual and the environment. So this study aims so that nurses who carry out rotations can adopt and implement Roy's adaptation theory: Information on how to apply adaptation theory to nurse rotation policies in hospitals. Nurses with optimal coping mechanisms develop a person's level of adaptation and increase the range of stimuli so that they can respond positively, rotation of nurses in the elderly ward which is carried out in a planned manner will improve satisfaction and quality of life of elderly patients. Hospital management policies are very influential on the success of the rotation program, prioritizing the importance of improving the quality and competence of specialist nurses in the hospital's elderly ward.

Introduction

Nurse rotation programs should provide opportunities for nurses to gain broader clinical experience, increase knowledge and develop skills by reciprocal staff exchange between two or more clinical areas(1). nurses who have served for a long time in the elderly ward must be able to be maintained, not to be affected by the unplanned rotation policy, because it will hinder the formation of specialist elderly nurses in the hospital. Elderly hospital patients may particularly value the type of care provided by nurses, such as basic personal care and supportive communication. Specialist nurses has been shown in other research to be vital for ensuring quality and safety of patient care (2). Nurse work stress is a factor that decreases work productivity efficiency and compromises patient safety, and when work stress increases, patient care is affected and quality of care (3). Nursing as a humanistic career is susceptible to more levels of stressors compared to other professions. According to research by Evelin Daiane Gabriel Pinhatti, et al in Brazil shows that the rotation process between hospital units is positive regarding factors that help resolve conflicts, such as increasing knowledge and skills, recognizing activities carried out by colleagues, increasing interpersonal relationships and reducing resistance to work in other units (4).

Human beings incessantly respond to myriad internal and external environmental stimuli. A stimulus is any entity that provokes a response, and that serves as the point of interaction between the person and the environment, Environmental stimuli either threaten or enhance an individual's ability to adapt (5).

On the whole it is likely that, as As women age, their implicit self-knowledge may decrease associated with more negative body image decline(6). The needs of the elderly are very complex, self-care, activity barriers, nutrition to caring for the elderly at the end of their lives, Elderly patients, especially those who die in hospital are a particularly vulnerable group of patients who are end of life treatment can be significantly improved (7) . Geriatric care for patients with multimorbidity requires a multidisciplinary approach in a Elderly Ward. Elderly care, which integrates medical and reactivation treatment,by means of early screening of risk factors for functional, promotion of physical . dispositions. Nursing care in the hospital A geriatric unit excels with regard to maximizing patient independency, an important predictor for hospital-related functional decline (8).

The purpose of this study is to prove that the rotation program that was carried out was not in accordance with the procedure and was not planned to hinder the formation of nurses who are experts in their fields. Specific research questions are: 1. How to deal with unplanned rotation programs? 2. How to form a nurse specialist expert in their field? 3. What factors can hinder the formation of specialist nurses in their field? 4. What is the approach of Calista Roy's adaptation theory in the unplanned rotation program? So that the goals of the Rotation program will be welcomed by nurses and provide satisfaction, easy adaptation, along with increasing competence in their respective fields, forming specialist nurses who are reliable and competent, so that the goals of service at the Hospital, namely patient satisfaction and patient safety can be realized.

Sister Callista Roy Adaptation Model

Roy's Adaptation Model is based on a philosophy of social interaction. In 1964, Sister Callista Roy adopted her adaptation hypothesis, which was based on Helson's ideas. Adaptive reaction, according to Helson, is a function of the incoming stimulus until the level of adaptation required by the individual is reached. The internal and external environment, which are driven by three categories of stimuli, namely focal stimuli, contextual stimuli, and residual stimuli, determine the level of adaptation. "Adaptation level represents the condition of the life processes described on three levels as integrated, compensatory, and compromised" (Roy & Andrews, 1999, p. 30). A person's adaptation level is "a constantly changing point, made up of focal, contextual, and residual stimuli, which represent the person's own standard of the range of stimuli to which one can respond with ordinary adaptive responses". According to Roy, humans are holistic, adaptive systems. "As an adaptive system, the human system is described as a whole with parts that function as unity for some purpose. Human systems include people as individuals or in groups, including families, organizations, communities, and society as a whole" (Roy & Andrews, 1999, p. 31) (9). A person does not respond passively to environmental stimuli; the adaptation level is modulated by a person's coping mechanisms and control processes. Roy categorizes the coping mechanisms into either the regulator or the cognator subsystem. The coping mechanisms of the regulator subsystem occur through neural, chemical, and endocrine processes. The coping mechanisms of the cognator subsystem occur through cognitive-emotive processes. Roy has identified two

control processes that coincide with the regulator and cognator subsystems when a person responds to a stimulus (5).

Analysis

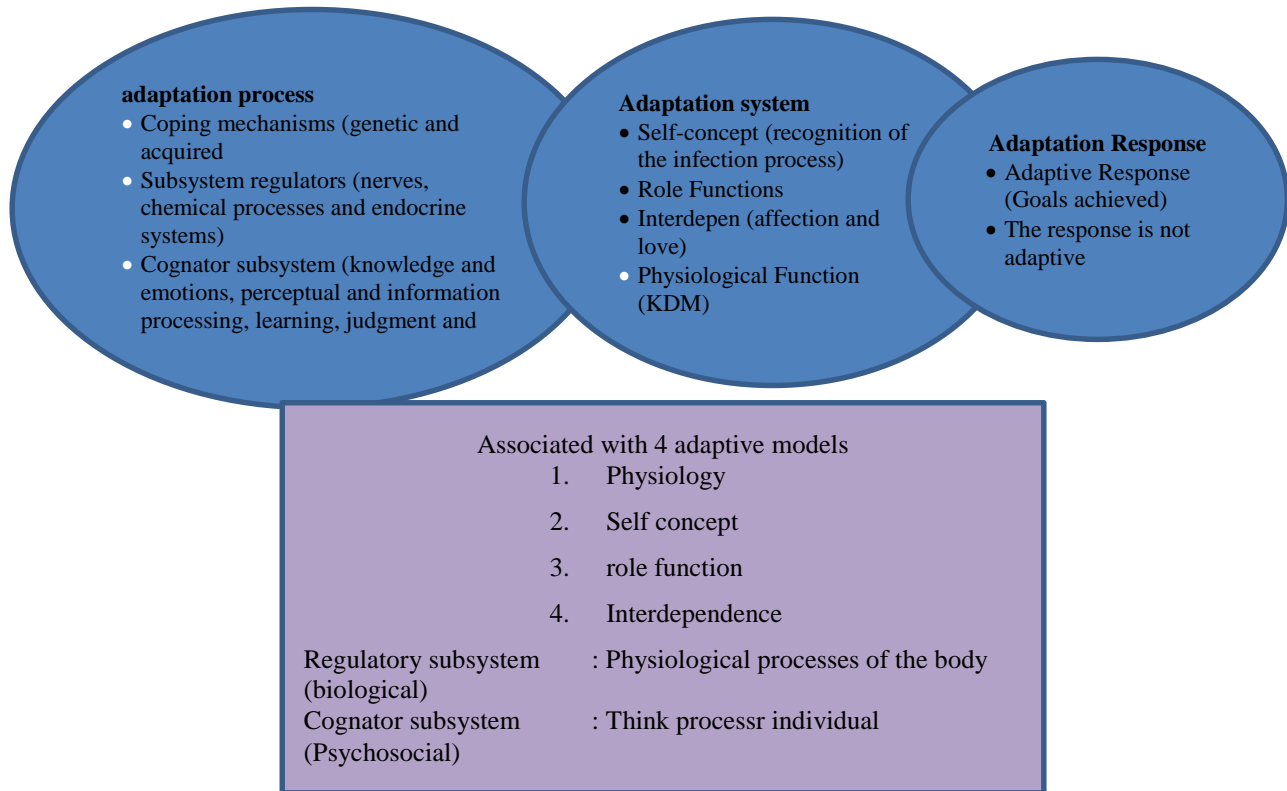


Figure 1: Adaptation Process

Results

Calista Roy's Adaptation Theory

The output of a system is behavior that can be observed, measured or subjectively reported either from within or from outside. This behavior is a feedback to the system. Roy categorizes system output as an adaptive response or an ineffective/maladaptive response. An adaptive response can increase a person's overall integrity which can be seen if a person is able to carry out goals related to survival, development, reproduction and excellence. While the response is maladaptive behavior that does not support this goal. The level of adaptation of a person as an adaptation system is influenced by the development of the individual itself, and the use of coping mechanisms.

Table 1: Phases of process

Phases of process	Physiological adaptive mode	Interdependence Adaptive Mode	Self-concept Adaptive Mode	Role Foundation Adaptive Mode
Assessment of behavior	Oxygenation, Nutrition, Elimination Activity and rest protection senses fluid and electrolytes neurological function endocrine function	Significant other giving Receiving support system giving receiving	Physical self body sensation body image personal self-self consistency self ideal moral-ethical-spiritual self	Instrumental primary roles secondary, roles tertiary, roles expressive primary secondary roles, tertiary roles,
Assessment of stimuli	Focal stimulus Contextual stimuli Residual stimuli	Focal stimulus Contextual stimuli Residual stimuli	Focal stimulus Contextual stimuli Residual stimuli	Focal stimulus Contextual stimuli Residual stimuli
diagnostic nursing	Statement of behaviors with the most relevant stimuli	Statement of behaviors with the most relevant stimuli	Statement of behaviors with the most relevant stimuli	Statement of behaviors with the most relevant stimuli
goal setting	Behavior Change expected Time frame	Behavior Change expected Time frame	Behavior Change expected Time frame	Behavior Change expected Time frame
intervention	Management of stimuli Alter Increase Decrease Remove Maintain	Management of stimuli Alter Increase Decrease Remove Maintain	Management of stimuli Alter Increase Decrease Remove Maintain	Management of stimuli Alter Increase Decrease Remove Maintain
Evaluation	Observation of behaviors after interventions have been completed to see if goals have been obtained	Observation of behaviors after interventions have been completed to see if goals have been obtained	Observation of behaviors after interventions have been completed to see if goals have been obtained	Observation of behaviors after interventions have been completed to see if goals have been obtained

Discussion

Nurse job rotation is seen as a professional crosstraining plan that helps nurses to expand their area of work while broadening work experience and skills. Nursing managers must implement practical strategies to increase nurse autonomy, enhance nurse roles and reduce job stress. The rotation program policy must be implemented in accordance with the program that has been prepared, to produce specialist nurses (9). Roy's Adaptation Theory can serve as a guide in the development and evaluation of hospital-based programs designed to support the needs of health care teams (10). Study at Jordan University Hospital Amman, Jordan (2020) This study provides important information about nurse rotation policies, there are many important factors that must be prepared. Clear policies and practices related to job rotation are needed to increase job satisfaction and involvement, this research also offers interesting opportunities for policy makers or hospital management so that service goals can be achieved (4). Coping is one further significant component of Roy's theory. Coping is the term used to designate a process of confrontation that

involves mechanisms to interact with a transforming environment and leads to adaptation. Coping might be innate (a genetic characteristic of human beings, an instinctive mechanism that favors the interactions with and the adaptation to a transforming environment) or acquired (a skill developed out of lived experiences able to influence adaptive responses and specific stimuli)(11). By conducting this study, it is hoped that nurses will have a coping mechanism that maximizes a person's level of adaptation and increases the range of stimuli so that they can respond positively to the rotation program. Nursing staff who care for them must gain insight into the science and Nurse attitudes toward older patients are needed to develop and increase impact education and quality improvement programs that can positively influence nurses' knowledge and attitudes regarding older patients(12).

Conclusion

Nurse rotation is a system aimed at nurses by making internal shifts or rotations in the inpatient room carried out by hospital management according to applicable procedures, ensuring readiness with knowledge and training. A planned inter-unit rotation program will produce nurses who are experts in each unit, improve the skills of specialist nurses, so that nurses as assets of a hospital become one of the most influential parts of the service process objectives, increase patient satisfaction and create patient safety.

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