

**TRANSITIONING EXPERIENCES OF MIDDLE-LEVEL NURSE MANAGERS
IN ILOILO CITY**

A Thesis

Presented to

College of Nursing – Graduate Programs

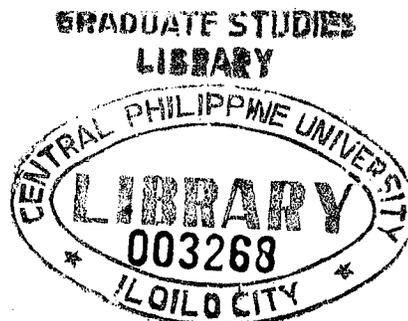
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ABSTRACT

The nursing profession had been responsive to transition and the changing technological and social forces. Nurse Managers are one of the organization's significant members. They are the one who plans, organize, direct and control the activities of the organization. Transitioning can cause different concern in an individual because there will be changes in the job that he or she is performing. Hence, this study aimed to understand the different experiences and to elucidate those experiences that the nurse managers had faced in their transition from first level management to middle-level management. The participants were chosen purposively and saturation principles were applied in which six participants who are in the middle-level management position were interviewed. Data were analyzed using the Colazzi's descriptive phenomenological strategy and computerized qualitative data management program to categorize and discern patterns. In-depth interview was used to collect data. All interviews were audiotaped and transcribed by the researcher. There were four major themes that emerged. These Major Themes are: 1. There are Trials in Transitioning; 2. There are Negative Effects in Transitioning; 3. There are Positive Effects in Transitioning; and, 4. Transitioning is Challenging. These experiences are true to themselves who have experienced such phenomenon. These findings cannot be generalized to all nurse managers who transitioned from first level going to middle-level management. The identified themes formed the basis for the formulation of recommendation guidelines on

transitioning experience of middle-level nurse managers. It was recommended that they may consider hiring professionals that could help their middle-level nurse managers that oversees and gives an update of the current trends in management of people, time and resources. They may formulate or create a committee that help and control those situations that gave difficulty to their nurse managers. They may help them by having a proper orientation to the different nurse managers before they assume their position. They may conduct certain seminars and workshops that cater the conflicts and struggles within the organization. They may also provide team building activities for their staff and nurse managers to improve their interaction with each other. The Middle-Level Nurse Managers and Staff Nurses may help themselves by engaging in activities that would continually develop their knowledge, skills and attitude. These activities may include attending in trainings, workshops, research forums or by having a formal continuing professional education like going back to school. Lastly, this study may be used as basis for other studies to help us understand more of the transitioning experiences that different person especially middle-level nurse managers are going through.