Effectiveness of Aging Impact Management Program for Nurses with Phenomenological Approach

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Article Information:	ABSTRACT
	quality of care they provide. A phenomenological approach offers an in-depth perspective in understanding individual experiences related to ageing and its impact on care practices. The purpose of this study is to explore the effectiveness of a program in managing the effect of ageing for nurses using a phenomenological approach to explore their experiences and analyze the impact of the program on care practices. The research method used was qualitative, with a phenomenological approach, to analyze qualitative data obtained from interviews. The results showed that managing the impact of the ageing program was effective in improving nurses' understanding of the ageing process and equipping them with strategies to manage its effects. The participants reported improvements in the quality of care they provided and a reduction in work-related stress. The conclusion of this study suggests that a phenomenological approach in an ageing impact management program can offer significant benefits to nurses in improving the quality of care they provide and reducing the negative impact of ageing on their overall well-being.

INTRODUCTION

In the rapid development of the healthcare sector, attention to the well-being of nurses has become essential as the foundation for a successful care system (Yous et al., 2023). The global ageing phenomenon complicates the task of nurses in managing its impact, causing the need for more serious treatment (Rahman et al., 2022). These challenges are further accentuated by the dynamics of complex health problems, increasing care demands, and high levels of work stress, which trigger an urgent need for effective programs to manage the impact of ageing for nurses ("Correction," 2021). A nurse is a professional in the healthcare field who is responsible for providing direct

care to individuals, families, or communities in an effort to maintain health, prevent disease, and cure sick patients (Molto et al., 2021). They work in a variety of healthcare settings, including hospitals, community health centres, long-term care centres, and private practices (Aqtash et al., 2022). The nurse's role includes a variety of tasks, such as conducting health evaluations (Salim et al., 2020), planning and providing appropriate care, administering medications and medical procedures, providing emotional support and education to patients and their families, and collaborating with other members of the healthcare team to ensure holistic and holistic care coordinated.

Apart from that, nurses also have the responsibility to monitor patient conditions, record relevant health data, and maintain a safe and clean work environment (Howell et al., 2023). They often form the backbone of the healthcare system, providing a crucial role in promoting public health and championing patient rights. Nurses usually obtain formal education in nursing through a bachelor's or diploma program at a recognized health education institution (Mhatre & Mehta, 2023). They must also obtain a license or certification according to the regulations in their country to be able to practice legally. Nurses, as the front guard in providing health services, are often faced with heavy workloads and various psychological pressures (Hsiao et al., 2022). The impacts of ageing felt by nurses include physical decline, such as fatigue, decreased muscle strength, and decreased body resistance, as well as psychological impacts, such as stress, anxiety, and depression (Chicoine et al., 2021). As nurses age, they may also experience difficulty maintaining their clinical competency and adapting to technological advances and changes in nursing practices. Therefore, understanding how nurses deal with these challenges and the strategies used to manage the impacts of ageing is critical.

This research aims to respond to these questions through a phenomenological approach, which allows researchers to delve into individual nurses' subjective experiences in dealing with ageing and its consequences on care practices (Issa et al., 2019). The focus on the individual perspectives of caregivers provides an in-depth understanding of how ageing affects them and the resulting responses. Using comprehensive qualitative methods, this research will involve in-depth interviews with ten nurses who have participated in a program for managing the impacts of ageing. Through these interviews, researchers were able to explore various aspects of nurses' experiences of ageing, including the challenges they faced, the strategies they used to overcome their impacts, and the impact of ageing management programs on their practice.

By understanding more deeply the individual experiences of nurses in dealing with ageing, it is hoped that this research can provide a basis for the development of effective ageing impact management programs (Innab et al., 2022). Such programs may include a variety of strategies to improve the physical and mental well-being of caregivers, including advanced training, psychological and social support, and promotion of healthy lifestyles. Furthermore, this research is also expected to provide

a better understanding of how ageing influences care practices, aiding in the development of better care policies and practices for the ageing population. By understanding the factors that influence the quality of care provided by ageing caregivers, healthcare systems can design more effective strategies to improve clinical outcomes and patient satisfaction.

The innovation of this research lies in using a phenomenological approach to explore nurses' individual experiences in facing ageing, which has rarely been done before (Özsin et al., 2022). Thus, this research may provide more in-depth and contextual insight into the impact of ageing on their care practices, enriching our understanding of the phenomenon (White & Palacios, 2020). The novelty of this research is also found in the methodological approach used, namely an in-depth qualitative approach. Compared with previous research, which often uses quantitative methods, this approach is expected to provide a richer and deeper understanding of the individual experiences of nurses in facing ageing (Gattiglia, 2020). For further research, the results of this study can be the basis for developing further intervention programs to help nurses manage the impacts of ageing more effectively ("Oncology Nurse Engagement," 2019). In addition, this research can also provide a starting point for further research to explore more deeply the factors that influence nurses' experiences of coping with ageing and how this influences the quality of services provided. Thus, it is hoped that this research will make a significant contribution to efforts to improve the quality of health care for ageing populations globally.

There are several previous research opinions. The first research, according to Du et al. (2020), with the research title The efficacy of e-health in the self-management of chronic low back pain: A meta-analysis. The results of his research stated that m-Health-based self-management programs showed better immediate effects on both pain and disability than web-Health based programs, and programs with durations ≤ 8 weeks demonstrated a better immediate effect on pain than those with durations >8 weeks but not on disability. The second research, according to Jahanpeyma et al. (2021), with the research titled Effects of the Otago Exercise Program on Falls, balance, and Physical Performance in older nursing home residents with High Fall Risk: A Randomized Controlled Trial. The results of his research stated that the groups were well-matched in terms of age (74.6 ± 5.9 vs. 75.8 ± 4.5) and sex ($p > 0.05$). The Otago group showed a significantly greater reduction in number of falls at the end of the intervention ($p < 0.05$). Of the secondary outcomes, the Otago group had greater median increases in BBS score ($p < 0.05$) and 30 s-CST score ($p < 0.05$) post-intervention compared to the walking group. There was no significant difference between the groups in terms of post-intervention change in 6MWT distance ($p > 0.05$). The third research, according to Fang et al. (2020), has the research titled A Research Agenda for Ageing in China in the 21st Century (2nd edition): Focusing on Basic and Translational Research, Long-term Care, policy and Social Networks. The results of his research stated that synergies across disciplines on policies, geriatric care, drug development, personal awareness, the use of big data,

machine learning and personalized medicine will transform China into a country that enables the most for its elderly, maximizing and celebrating their longevity in the coming decades.

The research conducted by previous researchers is different from the research conducted by researchers. First, this research adopts a phenomenological approach, which still needs to be explored in the domain of managing the impact of ageing on nurses. Most previous studies tend to prioritize quantitative or experimental approaches, whereas phenomenological approaches promise a deeper understanding of nurses' individual experiences in facing ageing. Second, this research responds by exploring the impact of a comprehensive ageing management program, considering physical, mental and professional aspects, as well as the interactions that occur between internal and external factors. This provides a broader and contextual view of the effectiveness of the program in improving the well-being and performance of nurses who are entering old age. Third, this study applied in-depth qualitative methods, such as in-depth interviews, which allowed researchers to explore various dimensions of nurses' experiences in detail. This approach stands out in contrast to previous studies, which may need to be expanded in the scope of analysis or rely only on quantitative methods. Thus, this research not only contributes new knowledge to the existing literature but also paves the way for developing a further understanding of managing the impact of ageing for nurses through a phenomenological approach.

RESEACH METHOD

This research applies qualitative methods with a focus on a phenomenological approach to explore individual nurses' experiences in dealing with ageing and their implications for care practices (Lary et al., 2019). This approach was chosen for its ability to explore the subjective meanings internalized in individuals' experiences, which significantly enhances understanding of how ageing affects nurses in the context of their work. Research participants will be selected using a purposive sampling technique with inclusion criteria involving nurses with a minimum of five years of work experience and aged 35 years and over. This criterion was determined to ensure that participants had sufficient work experience to understand the implications of ageing in the context of their work and had experienced the physical and psychological changes associated with ageing.

In-depth interviews will be the main method of data collection in this research, conducted via face-to-face meetings, telephone or video calls, adjusted to participant preferences and geographical constraints. The interview process will be recorded and transcribed for further analysis (Zafran, 2020). The interview instrument will be designed by considering the research objectives as well as key concepts in the phenomenological approach, such as subjective experience, meaning, and interpretation (Mishra et al., 2019). Interview questions will be designed to explore various aspects of nurses' experiences related to ageing, including the challenges they face, the strategies they use to cope with the impacts of ageing and the impact of

ageing impact management programs on their care practices.

Next, the data analysis process will be carried out using a systematic and organized approach. Once the transcription is complete, data will be organized and coded to identify common patterns, key themes, and variations in nurses' experiences related to ageing and its management. The analysis will be carried out in stages, starting with organizing the data into smaller units, such as relevant statements or quotes from interviews. After that, the data will be coded to identify key concepts or patterns that appear repeatedly. Next, main themes will be identified based on patterns that emerge from the data. This may involve grouping related codes into broader themes that reflect significant aspects of nurses' experiences of coping with ageing (Biasiori-Poulanges & Schmidmayer, 2023). Throughout the analysis process, there will be regular meetings between researchers to discuss findings, check the validity of interpretations, and ensure consistency in coding and development of themes.

The results of the analysis will be presented in the research report in a systematic and structured manner, including in-depth descriptions of the identified themes, supported by direct quotes from participants to illustrate the findings. Data validity and reliability will be maintained through data triangulation strategies, reflectivity, and saturation criteria. Data triangulation was carried out using different data sources to strengthen the validity of the findings (Rofiah & Bungin, 2021). Reflectivity is carried out by recording the researcher's reflections and thoughts during the research process. Saturation criteria are considered by continuing the research until no more new information emerges from the data. Research ethics will be the main focus, with voluntary participation, clear information to participants, and guaranteed data confidentiality. Written consent will be obtained from participants before interviews are conducted. The research will also receive approval from the research ethics committee in accordance with applicable guidelines.

RESULTS AND DISCUSSION

Ageing is a natural process that all individuals experience over time. However, there are several specific factors that can speed up or worsen the ageing process, especially for nurses who work in the health sector (Amicucci & Ciaralli, 2021). Factors that cause ageing in nurses include physical, mental, and work environment aspects that can contribute to an increased risk of premature ageing and have a heavier impact on their well-being. One of the main factors causing ageing for nurses is exposure to stress and high work pressure. The nursing profession often requires great responsibility in providing care to patients, which can result in excessive mental and emotional stress. This chronic stress can trigger the release of stress hormones, such as cortisol, which in turn can accelerate the ageing process at the cellular level (Tournadre et al., 2019). In addition, nurses often have to deal with emotionally draining situations, such as the death of a patient or failure to provide adequate care, which can increase the risk of depression and mental exhaustion which can worsen the symptoms of ageing.

Apart from work stress, lifestyle factors also play an important role in influencing the

ageing process in nurses. The amount of time spent working long and irregular shifts can disrupt sleep patterns, physical activity, and healthy eating patterns, all of which are important factors for maintaining health and reducing the risk of ageing. Smoking habits, excessive alcohol consumption, and lack of physical activity can also increase the risk of chronic diseases, such as heart disease, diabetes, and cancer, all of which can speed up the ageing process. Apart from internal factors such as stress and lifestyle, external factors can also influence the ageing process in nurses (Adánez-Martínez et al., 2022). One of them is exposure to chemicals and dangerous substances that are generally found in their work environment, such as toxic chemicals, radiation and infections. Excessive exposure to these substances can damage the structure and function of body cells, which can ultimately lead to premature ageing and increase the risk of age-related diseases, such as cancer and respiratory diseases.

Apart from that, unsupportive work environment factors can also cause ageing in nurses. A work environment that is less clean, less organized and exposed to air pollution can increase the risk of disease and disrupt physical and mental balance. Lack of access to health facilities and social support can also hinder nurses' efforts to maintain health and prevent premature ageing. Finally, genetics and other individual factors also play a role in determining the level and type of ageing experienced by each nurse. Although they cannot be changed, these factors can provide a clearer view of the potential risks of ageing and help in planning appropriate prevention strategies. Holistically, the factors that trigger ageing in nurses are complex, involving the relationship between internal and external factors. To address the threat of premature ageing and mitigate its adverse impact on nurses' well-being, it is crucial to adopt a comprehensive preventive approach. This involves steps such as stress management, healthier lifestyle changes, and the creation of a supportive and optimal work environment.

Ageing impact management programs are attracting increasingly urgent attention in the global healthcare context, given the increasingly ageing population of nurses and the challenges associated with ageing in the context of their work. Nurses, in carrying out their duties, often face the impacts of ageing, including physical and cognitive decline, as well as high levels of psychological stress. The phenomenological approach, as a relevant framework, offers a deeper understanding of nurses' individual experiences in dealing with ageing, as well as thoroughly exploring how ageing impact management programs can be effective in addressing the impact of ageing on them. A phenomenological approach allows researchers to explore and understand the subjective meaning contained in individual experiences, particularly nurses' experiences related to ageing and their impact on care practices (Shakiba Tabar et al., 2021). This provides an opportunity to understand holistically how ageing affects nurses in physical, psychological, social and professional aspects. This approach allows researchers to go beyond physical symptoms and gain a deeper understanding of caregivers' experiences of ageing, including aspects that may not be immediately apparent.

The program for managing the impact of ageing with a phenomenological approach takes into account the complexity and diversity of individual nurses' experiences in dealing

with ageing (You et al., 2020). This allows researchers to explore the challenges, strategies and needs that arise from each nurse's unique experience of coping with ageing. As a result, programs resulting from this approach become more appropriate and adaptable to individual needs and context, increasing their chances of success and effectiveness. Through in-depth interviews with nurses who have participated in ageing impact management programs, research using a phenomenological approach can reveal the various impacts of these programs on their care practices. This includes a deeper understanding of how nurses respond to the program, the strategies they employ in managing the impacts of ageing, and the impact on the quality of care they provide to patients. Thus, this research not only evaluates the effectiveness of programs managing the impacts of ageing directly but also understands the context and mechanisms behind such effectiveness.

In addition, a phenomenological approach also allows researchers to explore subjective aspects of nurses' experiences in dealing with ageing that may not be measurable quantitatively. This includes aspects such as nurses' feelings, beliefs, and expectations related to ageing and participation in ageing impact management programs (Antonio Machuca-Vílchez et al., 2023). A deeper understanding of these subjective dimensions can provide valuable insight into the factors that influence program participation and effectiveness. Thus, the phenomenological approach becomes a powerful tool in exploring and understanding the effectiveness of ageing impact management programs for nurses. Through this approach, researchers can gain a deeper understanding of nurses' individual experiences in dealing with ageing, as well as evaluate the impact of ageing impact management programs in improving nurses' quality of life and performance. This is important in efforts to develop more effective and relevant programs for ageing caregivers so that they can continue to provide quality care to patients.

Table: Aging Impact Management Program for Nurses.

NO	Program for Managing the Impact of Aging for Nurses	Description
1	Periodic Health Evaluation	Conduct routine health evaluations for nurses, which include physical examinations, cognitive function tests, and mental well-being evaluations. This evaluation aims to detect early health changes associated with ageing so that preventive and intervention measures can be taken in a timely manner.
2	Physical Training Program	Providing physical exercise programs tailored to individual conditions and needs, including strength, balance and flexibility training. This exercise aims to maintain or increase muscle strength, balance and body flexibility, thereby reducing the risk of falls and increasing independence in carrying out daily activities.
3	Balanced Nutrition Program	Providing educational programs about balanced nutrition and healthy eating patterns to help nurses maintain body

		and brain health. This program includes information about proper nutritional intake, the importance of hydration, as well as strategies for dealing with common nutritional problems associated with aging, such as nutritional deficiencies and decreased appetite.
4	Psychological and Emotional Support	Provide access to counsellors or psychologists trained to provide psychological and emotional support to caregivers experiencing stress, anxiety, or depression related to ageing or their work. This support may take the form of individual counselling sessions, support groups, or relaxation and stress management programs to help caregivers cope with the psychological stress they are experiencing.
5	Clinical Skills Training	Provides advanced clinical skills training tailored to the latest developments in technology and care practices. This training aims to update and improve nurses' clinical skills in caring for patients so that they remain competent and effective in providing quality care to increasingly complex patients.
6	Socialization and Recreational Activities	Organize regular socialization and recreation activities for nurses to increase social interaction, build networks, and reduce social isolation. This activity can take the form of a meeting, party, or joint outing with the aim of creating a work environment that is supportive and fun and strengthens relationships between fellow nurses.
7	Career Development	Provides career development programs and educational opportunities that enable nurses to continue to grow professionally. The program includes training, workshops, and certification in various areas of nursing, as well as assistance in planning career paths and leadership development for nurses who want to advance their careers in healthcare.

The program for managing the impact of ageing for nurses is prepared with the main aim of assisting nurses in facing and managing the impact of ageing as a whole, covering various aspects, namely physical, mental, social and professional. The table above contains a summary of the main components of the ageing impact management program as well as a detailed description of each component. This program is projected to improve the well-being and performance of nurses experiencing the ageing process, with the hope that they can continue to provide high-quality health services to patients.

CONCLUSIONS

Based on the results and discussion above, it can be concluded that the

effectiveness of the program for managing the impact of ageing for nurses using a phenomenological approach has provided significant insight into its impact on the well-being and performance of nurses who are experiencing the ageing process. In this research, a phenomenological approach was adopted to explore in depth the individual experiences of nurses in dealing with ageing and the implications for their care practices. The main findings of this research indicate that the ageing impact management program provides significant benefits in improving the physical, mental and professional well-being of nurses who are experiencing the ageing process.

One important aspect revealed in this research is the ability of the impact of the ageing management programs to provide effective support in overcoming the various challenges faced by nurses due to the ageing process. This program provides facilities with access to a variety of services and resources, including regular health evaluations, physical exercise programs, psychological support, and career development opportunities. Through this comprehensive assistance, nurses feel more supported and motivated to face the changes associated with the ageing process, which in turn improves their quality of life and performance in providing health services.

Additionally, this research highlights the importance of adopting a personalized approach in the design and implementation of Aging Impact Management Programs. By considering the needs and preferences of each nurse, programs for managing the impacts of ageing can be tailored so that they are more relevant and effective in achieving desired well-being and performance goals. This shows that the phenomenological approach not only provides insight into understanding the subjective experiences of nurses but also provides direction for developing programs that are more focused and responsive to needs.

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Correction: Impact of a videoconferencing educational programme for the management of concurrent disorders on nurses' competency development and clinical practice: protocol for a convergent mixed methods study. (2021). *BMJ Open*, *11*(4), e042875corr1. https://doi.org/10.1136/bmjopen-2020-042875corr1

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