Assessing Workload's Effect on Nurses' Dedication to Work: A Systematic Examination

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Maternity hospital in Arar .

Abstract

Introduction nurses perform heavy duties in healthcare organizations. Therefore, they bear the workload in the organization to perform basic health care interventions for the patient. They are more committed to their healthcare practices because of their duties and personal sense of life. Nurses have the wider implementation and identification to construct the health care center into a productive system. It is often observed that nurses who perform greater practices in healthcare usually indulge in a healthcare scenario with a heavy workload.

Introduction

Working in the organization is based on the duties and responsibilities that are a lot allocated to the particular individual. Different departments and different organization have their own responsibility and work experiences (Diehl et al., 2021). Therefore, healthcare professionals are the most important component of the communities (Ekmekci et al., 2021). The workload in the healthcare organization is based upon the inflow of patients and the prevailing condition in the societies (Fitriani et al. 2019).

the most important component of the working environment in the healthcare organization setting and nurses. Those who perform their duties at the 11th hour with effective accurate and land healthcare intervention (Sharif Nia et al., 2021). Therefore, the workload is excessive because of the potential availability of spare hands and the shortage of nursing staff usually in healthcare organizations (Soares et al., 2019).

The workload is associated with the allocated duties and the nurses' healthcare intervention services (Abbasi et al., 2019). There are three distinct stages regarding the understanding of nurses' healthcare intervention. Balance workload includes the perspective of scheduling the working hours and shift time second is associated with resource allocation which is associated with the potential duty execution of the nurses to the particular department. And the last age is related to resource management for workload balance (Biff et al., 2019).

according to Cyril Northcote Parkinson, what load is one of the greatest entrances to the potential functioning of the particular entity to perform their duties (Duran et al., 2021). The most reliable hindrance is the insufficiency of work time with the allocated task and responsibilities (Cho et al., 2021). Therefore, these experience lot of tension, mental stress, and psychological stress that results in health decline (SmithBattle et al., 021).

to ensure the perspective of workload among the nurse it is important to address the commitment situation faced by the diocese while performing the nursing duties. The present study was conducted to address the potential effect of the workload on the commitment of work the nurses (slam et al., 2018). The present study was an intuitive study that industry and analyses the primary and secondary research to identify the potential effect of the workload or nursing working practices. It was a highly systematic and standardized procedure to understand the already identified nursing practices and the causes of burnout and stress among them (Wihardja et al., 2019).

Scope and objective

The scope of the present study was to address the workload among the nurses regarding their commitment to performing duties regarding patient care (Ugwu et al., 2020). The most

appropriate scope is to deal with the empathetic, creative, and protective healthcare interventions for the patient that puts successive workloads including exhaustion, tiredness, anxiety, and restlessness (Ticharwa et al., 2019). Overall this copy is linked to the identification of several factors that influence the workload among the nurses and their exhaustion to commitment in the healthcare setting (Rosyidawati et al., 2020).

The present research stated that the objective is the during-practice tax related to the academic article writing upon the systematic literature review on the workload among the nurses in relation to the commitment related to nursing. The objectivity of the present research is to identify the potential workload that is where by the nurses regarding their commitment to perform effective healthcare interventions for nurses. Explanation of the secondary research based upon the primary and other systematic interventions and to reduce the impact of commitment on the physiological health and consequences of workload among the nurses.

Methodology

Exploration of the in-depth finding regarding the effect of workload on the commitment to work for the nurses was executed by the systematic literature review. A systematic literature review was kind of a different constructive methodology that is far more different than traditional literature reviews. This is because a systematic literature review is composed of certain categorizations of the capability, scientific, transparent process, and applicability of the data for further assessment. A systematic literature review is a comprehensive methodology that has been accepted as a reliable and valid methodological research technique. Through this process, accurate, precise, valid, reliable, authentic, and generalizable data were extracted on the basis of objectives, research questions, and keyword associated to these.

It is an extensive Research Design that is based on the specification of certain designated databases for the identification, extraction, formulation, and retrieval of data based on pre-specified inclusion and exclusion criteria. Inclusion criteria and exclusion criteria based upon the relevancy, justification, and. Data for the workload and the commitment required extensive and

focused identification of the research based on the systematic review. For this reason, certain Research question has been identified. To accomplish all this stuff a specific type of systematic study type of systematic review of mapping was included to adapt to the mechanism of Kitchenham along with the Cochrane narrator systematic strategy. Detail of each tab is given below to address the research's specificity for the systematic literature review process.

Research question

Political research questions that are addressed by the present literature review Wilson all the appropriate identification of the effect of workload, job commitment, and work for nurses.

RQ1: What is the impact of workload on the nursing practices

RQ2: What is the issue related to the workload regarding the commitment

RQ3: What are the confounding variables that are linked to the workload among the nurses regarding the commitment

RQ4: What type of research methodologies does the nursing paradigm and utilize while performing the studies

RQ5: What is the main theme related to the primary research is regarding the identification of workload on the commitment to work for the nurses

RQ6: What are the factors that affect the commitment to work for the nurses

Research process

The research process is based upon the comprehensive and broader search of the results from the desired peer-reviewed Publications. the search from 9 reputed electronic research index databases that in Google scholar, Emerald Insight, Sage Publications, Springer Link, Taylor and Francis, Science Direct, dimension, Research gate, and Scopus. There was extensive research is on the workload among nurses because it was invaded down into history. To eliminate confounding and irrelevant data. We have limited our search can be found to peer-reviewed articles

and academic journals for quality assurance. Articles from the specific journal were included in this particular literature review therefore the search is based on the title and the Abstract of the studies for identification of the relevance to the particular topic.

if an organization wants to understand the workload among the nurses working in their Hospital. they need to address search and confounding variables and issues that are related to this perspective. these issues include i.e. long working hours, Extensive work, the excessive influx of patients, managerial issues, patient and patient caregiver health concerns, etc. Certain keyword has been generated to address the appropriate researches that include "Workload among nurses", "Effect of workload on the commitment", "commitment to work" and "workload, commitment to work, nurse".

Search Syntax

The search Syntax applied for this particular systematic literature review is "and", "or", "and but". Detail of this search syntax and their proposed relationship are given in the following table

Syntax 1 = "Workload among nurses"

Syntax 2 = "Effect of workload on the commitment"

Syntax 3 = "commitment to work"

Syntax 4 = "workload, commitment to work, nurse".
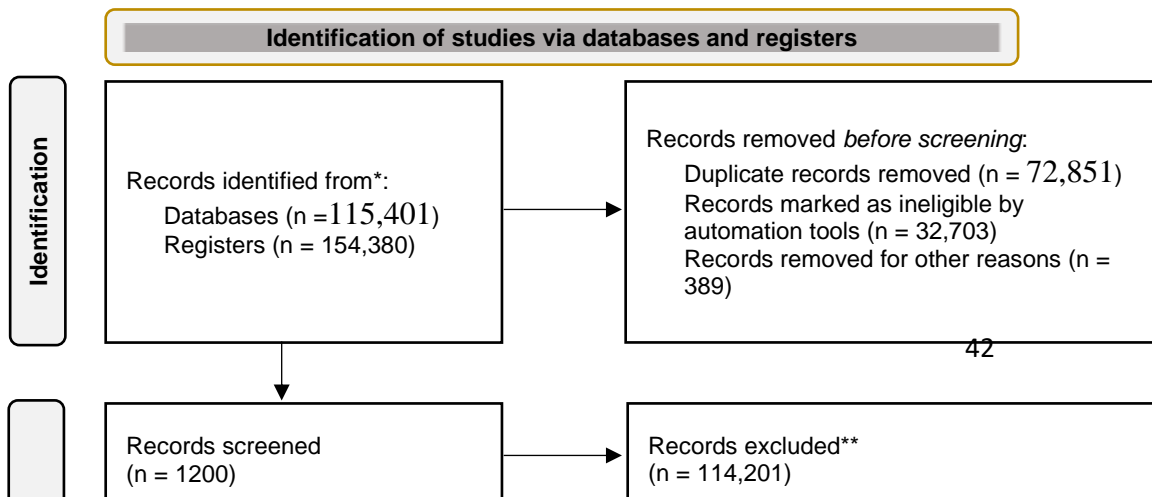
Study selected

The process of study selection is based on the screening and identification of duplication, mismanagement, gray material, etc. The process of selection is based on the variability e of the research processes including the exclusion and inclusion criteria. This criterion is based on the identification of all the essential characteristics that we want in the selected studies. Therefore, after the screening process through the selective start, we utilize exclusion and inclusion criteria.

Inclusion criteria

1. Effect of workload on the commitment to work for the nurses. Depending upon their personal intuition and identification.

2. Articles published in the peer-reviewed journal with uncertain recognition of the Scopus index.

3. Article from 2018 to 2022.

4. Two articles are written in the English language.

5. Full-text articles

Exclusion criteria

1. Article which does not have full access to study there each step.

2. Grey literature

3. Article was written before 2018.

4. The article was written in other than the English language.

5. Article from non-recognized journals and research index.

6. Article from secondary, tertiary, and exceptional studies.

7. Articles whose syntax and keywords do not match.

Identification of studies via databases and registers

Identification

Records identified from*:
 Databases (n =$115,401$)
 Registers (n = 154,380)

Records removed *before screening*:
 Duplicate records removed (n = $72,851$)
 Records marked as ineligible by automation tools (n = 32,703)
 Records removed for other reasons (n = 389)

42

Records screened
(n = 1200)

Records excluded**
(n = 114,201)

Results from the PRISMA diagram indicate that the total number of articles from the 7 databases that are registered identified is 115,401. The record that is removed before the screening includes the duplication of record removal of 72,851, the record that is not eligible to incorporate in the particular study based on the automatic tool 12,900, and data that is removed from the other resources 6,985. During the process of screening record screen is 9,686, the record excluded 6,756, the record sought for retrieval was 2,930, and the not retrieved data was 1,200. report for assessment of eligibility 162 out of which the excluded based on the gray material 10, week validity 17, and generalizability 5. The total article remained for inclusion based on studies 10 and reports 0. The total number of literature remaining is 10 for the present literature review based on quality, and reliability. Generalizability, validity, and other psychometric properties. Included material concentrated on the respected aim of the study for this particular literature review.

Quality assessment

Quality assessment of the article selected for the particular systematic literature review was studied properly. Zuiderwijk's Checklist was utilized for this particular research selection. Through this mechanism, tire articles were clearly carefully and constructively started utilizing the overall details for the assessment required for the construction of a detailed systematic literature review. The Zuiderwijk's Checklist is Accompanied by the guideline of Kitchenham and charters. What is the purpose of the question based on the checklist?

1. The clear identification of the research objectives and question?

2. Inference of the research approaches.

3. The methodology of the study is described in detail.

4. Attainment of the research objectives and answers related to the research question was satisfactory.

5. Clear-cut statements regarding the findings.

Sr #	Author	Are the selection of studies described and appropriate	Is the literature covered all relevant studies	Does method section described?	Was findings clearly described?	Quality rating
1	Ekmekci et al	YES	Yes	Yes	Yes	Good
2	Sharif Nia et al	Yes	Yes	Yes	Yes	Good
3	Abbasi et al	Yes	Yes	Yes	Yes	Good
4	Duran, et al	Yes	No	Yes	Yes	Good
5	Cho, et al	Yes	Yes	Yes	Yes	Good
6	SmithBattle, et al	Yes	Yes	Yes	Yes	Good
7	Islam et al	Yes	Yes	Yes	Yes	fair
8	Wihardja et al	NO	Yes	Yes	Yes	Good
9	Galletta et al	Yes	Yes	Yes	Yes	Good

10	Briatte et al	Yes	Yes	Yes	No	Fair

Data extraction

Data extraction is based on the creation of several categories that are obtained from the research questions. Data that is extracted is based on the easy availability that is related to the title, author identifications, you are of Publications, journal name, full-text articles, and abstract identifications. moreover, the other extractive process requires a particular research approach for the extraction of data. after the process of extraction of data thorough rating is necessary of the introduction, background, methodology, results, discussion, limitations, recommendations, and conclusion synthesis of the Charter is based on the presented research conclusion selection.

Data synthesis

for the process of data synthesis, Cochrane's methodology of the narrative synthetic strategy was operationalized. according to the strategy that it was summarized, grouped into the studies, tabular formation, the transformation of data, and translation of data in response to the questions that are identified for this particular study. the data synthesis process is based on the answer to different questions related to the particular systematic literature review that explains the appropriate answer.

Bibliographic view

The bibliographical view indicates the subjectivity of the data based on the title, author, variables, and other data that is related to the particular topic synthesis and Research paradigm. in this particular systematic literature review regarding the effect of workload on the commitment to work for the nurses. the bibliographic data introduced the name of the author, Publication year, the title of the Literature, the title of Publication, Publication place, publisher, page, volume, etc.

All the relevant data has been introduced based on the extraction process. Moreover, holes in this are based on the linkage between different articles, authors, and research publications. Therefore, the bibliographic view is one of the most

important perspectives in the systematic literature review for the construction of appropriate and effective data.

Results and Discussions

Results from the synthesis of the systematic literature review based on the Kitchenham, Cochrane, and Zuiderwijk Provided stages and steps. The result is formulated on the basis of these steps to identify the appropriate, effective, standardized, reliable, valid, and generalizable data extraction and synthesis.

The present result is based on an explanation of all the evolutionary perspectives from the Previously identified status. Moreover, identifying, beneficial and important to address the particular perspective.

Results from the search process

The results of the search process were conducted on the 9 authentic, appropriate, and reliable databases. All of these research databases are highly applicable for the researchers that are depicted on the variability and complained about the statistical results regarding the situation.

Results from the study selection

Results from the study selection are dedicated to the inclusion and exclusion criteria. It is the basic identification of the selected studies that will be operationalized for the systematic literature review. For this purpose, there are 5 distinct inclusion criteria that need to be met by each and every study selected. The inclusion criteria include the effectiveness and the qualities that are necessary and important. It is a complaint to the Research question that has been identified earlier.

Inclusion criteria 1 indicates that the doors research was selected which has the relational effect for the effect of workload to the commitment to work for the nurses. Although the research that is extracted is based upon the identification of dependent qualities letter to the personal computers and identification. The results indicate that all those studies that have been selected are widely accepted for the various research mattresses in the Social Sciences researchers.

Criteria to indicate that all the articles were Peer reviewed and recognized by the cooper's index. This is because it is valuable to attract The authenticity and reliability of the article that is related to the particular authorized and highly recognized Institution of education prospectus. Inclusion criteria indicated the real allocation for the research mattresses. It includes the 2018-2022 research-based studies identified. The study is that our primary, and secondary in nature were identified for this particular systematic literature review. Written in the English language was necessary and important because of the understanding perspective. The full-text article was selected because of its authenticity and appropriate understanding based on its complete construct.

Exclusion criteria are also associated with the identification of a number of researchers and paradigms linked to the variable study dynamics. First exclusion criteria indicated that all those articles that are not available in full-text articles were not included. This is Because their complete construct and concept cannot be identified. Grey literature is literature that is Beyond authenticity. All the gray material is embedded in the literature perspective to identify the article assumptions that are not authentic and accurate. Other than the English language were excluded because of the understanding perspective. Not recognized and reputed indexes were excluded because of their threat to internal and external validity and construct reliability. Articles from the tertiary and quaternary concepts of studies were excluded because of the threat to their objectivity. Syntax and keywords that do not match this particular study will be excluded.

All the factors related to the. Although the present findings are in the list of the identification of variable constructs and concepts. This concept needs to be flourish and fulfilled by the selection process.

Results from quality assessment

For this present systematic literature review, ten articles were selected. The selected articles completely addressed the quality assessment paradigm based on the Zuiderwijk Quality assessment checklist. After identifying all the necessary and essential necessities for the particular let systematic literature review. This

article was considered hectic and highly compliant to the particular literature search. Therefore, the understanding and reading of these articles stated that they are most appropriate and contain quality data that need to address the subjectivity.

Results from data extraction

Data were extracted from these 10 articles that were selected on the basis of inclusion and exclusion criteria and later on pass the quality assessment test of the Zuiderwijk checklist. extraction of data is an appropriate staff through which the valuable information regarding our own concerns was created and extracted. overall identification of the questions and results are compliant with the particular purpose and objectivity that is linked to this particular systematic literature review.

Results from Data synthesis

Appropriate research work gathers from the data synthesis introduced the summarization of all the researchers and gave answers for the particular systematic literature review-based questions. this identifies the overall existence and extension of the research to give value metric reserve for the research findings.

RQ1: What is the impact of workload on the nursing practices

Reviewing all the 10 articles regarding the impact of work Lord on the nursing practice is stated that nurses have to abide by the different rules and regulations. while working in the Healthcare organization. the workload is associated with their heavy-duty hours, to get conjugation day retains, and schedule imbalance because of the less availability of the nurses in the hospital (Sturm et al., 2019).

It is stated that the nursing workload dimension is upon them to pragmatics indicating the subjective-objective and Analytical-Empirical. Therefore, the working tendency in the Healthcare organization focused on productivity in nursing healthcare services (Galletta et al., 2019). The impact of the workload on nursing practices has a wider amount of implications workload into Burnout and stress that disable them to balance work and life simultaneously (Attenborough et al., 2019).

RQ2: What is the issue related to the workload regarding the commitment

The article that is selected for the workload regarding the committee indicated that usually nurses face an ample amount of stress because of their working environment. Commitment is usually based on medical identification and treatment. Nurses are usually committed to exhibiting health care intervention for nursing practices (Singh et al., 2020). Therefore, the issues related to the workload regarding the commitment are based upon the identification of variable situations in which the nurses work (Sturm et al., 2019). The situation includes the emergency department, maternity department, cardiology department, etc.

RQ3: What are the confounding variables that are linked to the workload among the nurses regarding the commitment

There are a number of confounding variables that are linked to the workload among the nurses regarding commitment. These confounding variables are burnout, work-life imbalance, the situation of factors, environmental consequences, patient health-care interventions, etc. It is important to address that the confounding variables are those that hindered the workload of the commitment practices (Pereira Lima Silva et al., 2020). It should be noted that the most important confounding variable is related to patient care and the business of the nurse's healthcare interventions (Kokoroko, & Sanda, 2019).

RQ4: What type of research methodologies does the nursing paradigm utilize while performing the studies

The most appropriate methodologies that are operationalized by the nursing scientist and social scientist are quantitative cross-sectional research design along with the qualitative as well as MS mixed method analysis (Briatte et al., 2019). All these analyses are based upon the identification of in-depth information, surface information, floating information, and information based on naturalistic phenomenal and real-life events (Dwinijanti et al., 2020). Therefore, the most appropriate methodology was usually a quantitative cross-sectional Research Design (Nguyen et al., 2018).

RQ5: What is the main theme related to the primary research regarding the identification of workload on the commitment to work for the nurses

The main theme that is related to the particular area of interest is based upon the identification of reasons for the workload. The most important reason for work is the shortage of staff, mismanagement of the organizational managerial staff, and the influx of patients without any management and routine (Nunstedt et al., 2020). This provides in-depth information about the complexity of the phenomena regarding the nursing intervention to find out the workload among the nurse is based on their work commitment is related to the organizational environmental factors, management issues, and issues related to the construct of nurses' perception (Chang et al., 2019).

RQ6: What are the factors that affect the commitment to work for the nurses

There are a number of factors that affect the commitment to work with nurses. These factors include Environmental factors, social factors, and educational factors (Brown et al., 2019). This is because environmental factors and education factors are directly related to the nursing practices that are hindered by inappropriate knowledge among nursing professionals (Al-Muallem & Al-Surimi,)2019.
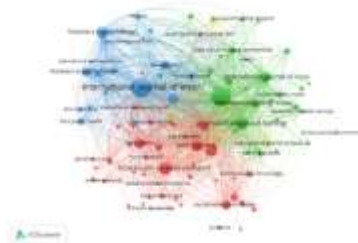
Results from the bibliographic view

The graphic review indicated that the results were conducted on the basis of identified literature and methodology. Therefore 4 types of bibliographic diagrams were created by using the VOSviewer. Vosviewer indicated the results for the identification of diagrams indicated the potential understanding of the literature from existing literature.

Source

A bibliographic view of the source of a data expression from the year 2018 to 2022 indicated that there are certain journalists who are highly taking part in the nursing perspective. these journals include the international journal of nursing review, contemporary nursing, International Journal of Nursing, International Journal of environment, BMC health services research, BMC nursing, Frontline Nursing in psychology, journal of nursing science, etc. Data were extracted from all these journals based on their identification and reliability to the research Matrix and Scopus index validity.


Author

The bibliographic view indicated the source of data extracted from the various reputed authors that have fundamentals work in the case of nursing specialists. These authors are highly professional in their duties and working from the nursing research perspective.
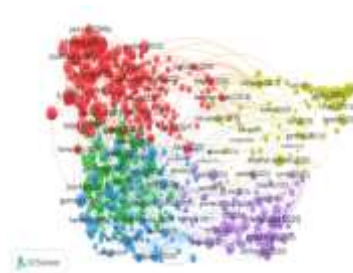

Year

The bibliographic view indicated the year of data extraction. The overall data was extracted from the beginning of the research for 1998. Whereas the limitation was added to it from 2018 to 2022. This suggested that the majority of the data that is 4 training is based on the inclusion criteria. A limited source for the exclusion criteria was also nested to identify the potential validity of the research mattress, moreover, it also provides the effectivity and realistic identification of appropriate data.
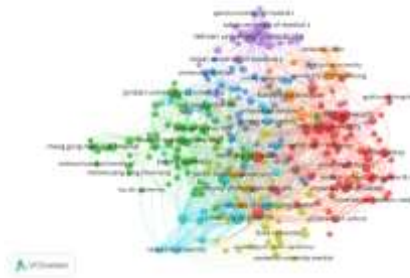
Organization

The bibliographic view of the Various institution that provides research is for the particular paradigm of the effect of workload on the commitment to work for nursing is based on certain organizations and institutions. These organizations and Institutions are the Ministry of Health, King Saud University, University of Texas, Grafton University, Jordan University of Science, Chang Gung Memorial Hospital, University of Manchester, University of Oxford, University of Toronto, etc. All these universities play an effective role in the research perspective regarding the identification of workload that has a higher impact on the work commitment among the nurses.
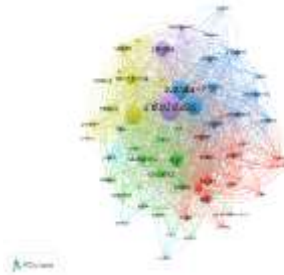
Country

The bibliographic view of the countries is one of the most interesting paradigms. This is because it provides information about the country-based perception of the workload among healthcare practitioners for their commitment acquisition and fulfillment. The major countries who are performing their heavy-duty include the United States of America, Australia, Germany, South Korea, Indonesia, Taiwan, Canada, Iran, Turkey, Jordan, South Africa, Saudi Arab, Japan, Pakistan, Malaysia, Switzerland, Sweden, Netherlands, Finland, etc. All of these countries are providing an excessive amount of information regarding the workload and showing their keen interest to the research perspective regarding nursing concerns.

Limitations

Already defines literature review as authentic, transparent, scientific, fair, Thoreau, and when official but there is a standardization of new systematic literature review regarding the effect of nursing workload on the commitment to work for nursing. The keyword were ways to identify and search the literature that was identified for the 6 question that is in listed in this particular research systematic paradigm.

The constructiveness of this systematic literature review is based on the station to address the ninth Research Paradigms Database Paradigms that are authentic for the potential systematic literature review. This paradigm includes Google, Emerald Insight, Sage Publications, Springer Link, Taylor and Francis, Science Direct, dimension, Research gate, and Scopus. There are a number of other databases such as a web of science etc. The visit to the database may lead to different results identification.

The keyword for this particular systematic literature review Limited the number of collections of articles and data from the databases. The present keyword of the systematic literature review provides number of articles that has higher and application to the nursing practices. It not only limited the dimension and extraction of data but also Limited the perspective of Data Collection.

The data in the relational, regression-based, and comparison-based analysis including the literature and evidences. Therefore, for this reason to write an abstract was started thoroughly along with the whole manuscript. For more extensive results, there is a need of assessing various other tertiary and quaternary studies that could yield more appropriate and effective new direction in-depth analysis.

In this particular systematic literature review the only conducted scientific journal was based on Peer-reviewed. There Gray material can also give an ample amount of information but there is no such evidence. The literature stated that break materials are also important that track down the traces in the ancient Era about the topic of interest.

Conclusion

In this present systematic literature review, General event articles were selected regarding the effect of workload on the commitment to work for nursing. The Present study has already identified the trend that is prevailing in society nowadays and the research gap. In this particular systematic literature review, predefined inclusion and exclusion criteria were selected that resulted in 10 distinctive research from 2018 to 2022. This research is legal, Accurate, and authentic. Reliable. Generalizable. Important. And necessary. Ethical issues were also addressed to buy the particular systematic literature review.

The study provides numerous contributions to the findings stating that the knowledge in has through this mechanism is sympathetic and provides beneficial necessary results (Chomem & Motter, 2021). Results of this present literature indicated that nurses experience successive workloads while performing their duties in the hospital clinic and health of healthcare organization sectors (Varasteh et al., 2022). Therefore, our commitment to their work is necessary and they abide by these healthcare interventions that make them vulnerable to work various health problems (Mbombi et al., 2018). The most important notion in this perspective is the role that they perform is highly e-energy expensing as compared to the other roles in Healthcare staffing (Ye et al., 2021).

Therefore, the findings from this present systematic literature review stated that collaborative working in the healthcare organization usually defects a decrease in the level of workload that turned out to be greater in entanglement and construction in the healthcare organization (Akter et al., 2019). The present study will be encouraging material for future findings about the various other healthcare notions and ideologies (Shan et al., 2021). Moreover, formulating a similar construct with other professionals is also important because of identifying the various threats to their life (Cui et al., 2020). The challenges that nursing healthcare practitioners faced during their duties in the healthcare organization are usually found is upon knowledge and capacity building.

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