

Unseen Heroes of the Night: The Hidden Cost and Collective Strength of Nurses

DOI: 10.5281/zenodo.15410880

Janice G. Moncatar

Graduate School, State University of Northern Negros, Sagay City, Negros Occidental
ORCID ID | Email address

Kristine A. Condes, PhD

State University of Northern Negros, Sagay City, Negros Occidental
kcondes@sunn.edu.ph

Abstract

This study aimed to explore the challenges and insights that emerged from the experiences of nurses working on a night shift. To answer these questions, phenomenological research design was utilized in this study. The results lead to 10 subthemes with 3 themes and 6 implications were culled. Results revealed that night shift nursing has intricate obstacles that significantly impact the physical, emotional, and cognitive health of nurses. Thematic analysis uncovers the detrimental effects of irregular eating habits, persistent weariness, emotional distress, and interrupted sleep patterns that collectively undermine health and patient care. Moreover, night shift nurses confront the exigencies of patient care while simultaneously navigating distinct problems associated with familial obligations. Their schedules undermine familial dynamics, engendering emotional strain and guilt around neglected family times and childcare responsibilities. Lastly, notwithstanding the considerable hurdles, night shift nurses utilize individual and communal coping mechanisms to mitigate stress and tiredness. These encompass self-care routines, mindfulness, and institutional support systems. Confronting the complex issues encountered by night shift nurses necessitates a thorough and organized strategy. Healthcare institutions must focus improved support by instituting wellness efforts that include routine health screenings, mental health services, and dietary programs. These approaches will alleviate the physical and mental burdens of night shift employment, allowing nurses to preserve their health and deliver good patient care

Keywords: Night shift nurses, challenges, coping mechanisms, support mechanisms

Introduction

Hospitals function continuously, necessitating nurses to work in shifts due to the operational demands of medical facilities (Alsharari et al. 2021). Work shift is necessary to maintain a consistent standard of treatment in hospitals (Ferri et al. 2016). As a result, around 20% of the global workforce engages in shift work (Parent-Thirion et al. 2016).

Notably, twenty percent of employees in Europe and the United States engage in night shifts, rendering shift work the predominant work schedule in both areas. At Bacolod City, six hospitals cater to about 648,000 residents (Bacolod Population, 2021), enabling nurses to alternate between day and night shifts.

The night shift is typically challenging for nurses (Books et al., 2021). According to Alsharari et al. (2019), nurses who worked on a night shift might be negatively affected physically, psychologically, and socially. Nurses working at night also revealed they were gastrointestinal issues due to late night work (Perry et al., 2019). Garcia et al. (2019) also posited that nurses are in a risk of muscular strains due to exhaustion from work and may lack concentration. Drybe et al. (2017) also found that nurses experience being ashamed and inadequate feelings over the quality of care they provide to patients due to stress.

This study explored nurses' experiences assigned to night shift schedules at public and commercial hospitals in Bacolod City for the fiscal year 2024. Their perceived challenges were explored, and pertinent programs and activities were provided to enhance their work circumstances and assure high-quality service delivery and ethical practices in patient care and safety.

Literature Review

Nurses in hospitals across the world work shift to provide patient care 24 h a day. Shift work, which for nurses often includes working overnight, disrupts natural processes. The night shift work can have serious negative physical and psychological effects on nurses' health and work performance. It has been shown that night shift work has been

associated with sleep disturbances, altered physical and mental health, complicated interpersonal relationships, and a decrease in the quality of nursing care (Tadila et al., 2022).

Researchers clinched that night shift work was associated with an increased risk of developing breast cancer, colorectal cancer, obesity, and type-2 diabetes (Books et al., 2017). Another study's findings also showed that professionals working the night shift experience poor health status, providing further evidence that night shift workers' health is at risk (Awosoga et al., 2020). Night shift work is associated with an increase in pro-inflammatory markers and the development of risk factors leading to metabolic syndrome (Bahinipati, Sarangi, Pathak, & Mohapatra, 2022). There is also an increased risk of family stressors, and mood changes because of working the night shift (Books et al., 2017).

Shift work is associated with depressive symptoms and may exacerbate symptoms in individuals with a history of depression and mood disorders. According to the World Health Organization (2022), depression is a common mental disorder. It is characterized by persistent sadness and a lack of interest or pleasure in previously rewarding or enjoyable activities. It can also disturb sleep and appetite. Tiredness and poor concentration are common. Depression is a leading cause of disability around the world and contributes greatly to the global burden of disease. The effects of depression can be long-lasting or recurrent and can dramatically affect a person's ability to function and live a rewarding life (WHO, 2022). The impact of shift work on sleep and health has been examined in the past. Based on the findings of a 2017 integrated review, the researchers were unable to say for sure if nurses who work shifts performed psychologically worse than those who do not. Instead, they argue that some nurses may have negative psychological effects from working shifts, and that these effects may be strongly influenced by both environmental and personal factors (Tahghighi et al., 2017).

Health professionals who worked night shifts showed more psychological and mental health problems than day workers, irritability, somatization, obsessive-compulsive disorder, interpersonal sensitivity, anxiety, altered mood, and paranoid disorders were significantly higher and nursing is considered as a stressful occupation (8). Additionally, indicate that shift work has a negative impact on psychological health and social life. Results of the current study found that more than two fifth of nurses had stress, negative attitude towards nursing, and the majority of them have mood changes. This finding is highly supported with (Banakhar M, 2017) (19) they found that shift workers commonly report psychological complaints including bad mood, depression, irritability, anxiety, personality changes, and difficulty with personal relationships.

According to Gamble & Foran (2021), the challenge of overcoming weariness on a regular basis is something that will be faced by everybody who works in shifts. Even though this is a problem that affects all nurses, studies have shown that night shift nurses are more prone to develop exhaustion and cognitive impairment than other nurses. As a consequence of this, night shift nurses may represent a higher danger to the safety of themselves, the patients under their care, and the larger community when they drive home while feeling drowsy. This is because sleep deprivation makes it more likely that they will fall asleep at the wheel.

Methodology

This study utilized Phenomenological Research Design. Through an interview method, the researcher developmentally analyzed the participants' responses to search for the central or essential meaning of an experience. Phenomenology concentrates on the perceptions and communications of people regarding events or objects. This approach was used to analyze individual cases from a small group of research participants (Braun & Clarke, 2018). Overview of the methodological approach was provided. Interviews, semi-structured interviews, document analysis, and open-ended questionnaires were utilized (Ramsook, 2018). In this context, the researcher utilized phenomenology to further validate and elaborate on the answers to the challenges and experiences that nurses encountered while working night shifts.

The study participants were the ten registered nurses who qualified under the inclusion criteria set by the researcher. The researcher ensured that participants were currently employed nurses in either a public or a private hospital in Bacolod City. They are actively assigned and working night shifts to ensure sufficient experience and also willing to participate in this study by agreeing to the terms and providing informed consent. Among the participants, three represented the public hospital in Bacolod City, while the other seven came from private hospitals. Succeeding table presents the number of participants according to the hospital they work for.

Purposive sampling was utilized in selecting the participants due to its characteristics that is essential to the intention of this research and to the inclusion criteria set forth by the researcher. When the nurse fits the criteria and is willing to participate by giving informed consent, he or she was included in the study.

This study developed an interview protocol as a research instrument. The interview guide was the best way to avoid interviewer bias (Verlinden, 2020). It defines the structure of the interview process and gives directions as to what questions to ask the participants and in what order. Gathering of data primarily depended on the interviewer in

asking the right questions, probing for depth. The interviewer sought to encourage free and open responses, specifically on generating the experiences. Interviewer also analyzed the meaningfulness of such experiences.

The experiences encountered by nurses were determined through a sifting process and thematic analysis to retrieve the significant issues, and the researcher made use of her skills and judgment in identifying significant themes and insights until the meaning of the experience was recorded. Themes were clustered and overlapping statements were removed. Researcher ensured transferability by offering comprehensive and in-depth descriptions of the research environment, participants, and data analysis methods, enabling readers to evaluate the applicability of the findings to their circumstances. Researcher guarantees confirmability by keeping a record of decision-making processes and practicing a key ethical concern to safeguard confidentiality and anonymity.

Adherence to ethical issues was observed throughout the research study. Letter of request was sent to the proper authorities. The participants were assigned pseudonyms. They were not obliged to write their data in the form. Respondents were given a letter of consent to ensure that they agreed to an interview according to the availability without interrupting their duties. The form and audio recordings were used solely to address the challenges encountered by nurses. Data were kept confidential. Proper credits were given through citations.

Findings

Socio-demographic Profile of Nurses

All ten participants who were interviewed for this investigation met the established selection criteria. They were selected through purposive sampling and voluntarily consented to participate in the study. Several notable trends and implications can be identified from the demographic data of the participants. The study reveals a workforce mostly consisting of experienced professionals, 8 out of 10 have more than three years of experience. This signifies a considerable level of stability and institutional expertise among healthcare personnel, which can improve patient care and mentorship within healthcare settings. The participation distribution demonstrates a somewhat balanced representation by sex, with 6 or 60% female and 4 or 40% male, indicating a growing gender diversity in nursing and allied health professions.

Moreover, 6 out of 10 participants are 30 to 50 years old, indicating an experienced workforce likely to demonstrate the resilience and adaptability required in demanding medical environments. In terms of their educational background, it shows that 4 out of 10 participants hold a Master of Nursing (MN) degree which signifies a substantial emphasis on professional advancement and continuous education.

In addition, 7 out of 10 participants are employed in private hospitals and 3 participants are working in public hospitals. The public and commercial sectors are well represented, ensuring a variation of experiences from various healthcare environments. Tasks were distributed among operating rooms, delivery rooms, and medical-surgical wards, ensuring an equitable allocation between night (10 PM–6 AM) and afternoon (2 PM–10 PM) hours.

Table 1.

Socio-demographic profile of the participants

Participant	Sex	Age	Marital Status	Educational Attainment	Type of Hospital	Area of Assignment	Work Shift	Hour	Length of Service
1	Female	45	Married	MN	Public	Operating	10 pm-6 am		3yrs-above
2	Female	34	Married	BSN	Private	Delivery	2 pm-10 pm		3yrs-above
3	Female	26	Single	BSN	Private	Operating	2 pm-10 pm		2 – 3 years
4	Male	28	Single	BSN	Public	Delivery	10 pm-6 am		2 – 3 years
5	Male	48	Married	MN	Public	Medical Surgical Ward	10 pm-6 am		3yrs-above
6	Female	38	Married	BSN	Private	Delivery	2 pm-10 pm		3yrs-above
7	Male	25	Married	BSN	Private	Medical Surgical Ward	10 pm-6 am		3yrs-above
8	Female	49	Single	MN	Private	Delivery	2 pm-10 pm		3yrs-above
9	Male	29	Single	BSN	Private	Operating	10 pm-6 am		3yrs-above
10	Female	54	Married	MN	Private	Operating	2 -10 pm		3yrs-above

Lived Experiences of Nurses on Night Shift

The study delved into the challenges and insights that was derived from the experiences of the nurses who are working on a night shift.

Theme 1: The Hidden Toll of Night Shift Nursing: A Holistic View of Well-Being Under Strain

This theme elucidates the persistent and complex obstacles encountered by night shift nurses, highlighting the substantial effects of their roles on their physical, emotional, and cognitive well-being.

Sub-theme 1: Midnight Meals and Missed Health: How Night Shifts Disrupt Nurses' Digestion

This theme underscores the link between altered eating patterns during night shifts and the onset of gastrointestinal health problems among nurses. The responses of the respondents demonstrate a consistent pattern of health-related challenges that are associated with working night shifts.

According to Sheila and Ramon, irregular meal patterns frequently caused by demanding workloads and disrupted circadian rhythms have resulted in appetite loss and the emergence of digestive issues. Moreover, respondents emphasized the role of irregular meal patterns and disrupted eating habits during night shifts in the development of gastrointestinal issues and appetite loss.

Sub-theme 2. Worn and Weary: The Strain of Night Shifts on Nurses' Health

This theme illustrates the enduring exhaustion and physical exertion resulting from excessive labor and little relaxation, as articulated by Edward, Ramon, and Twenie. It underscores not only the physical manifestations but also the insidious impact of burnout on patient care.

The responses from Edward, Ramon, and Twenie reveal a clear pattern of physical exhaustion and declining health among nurses working night shifts.

Sub-theme 3. When Compassion Hurts: Emotional Fatigue and Vulnerability in Night Shift Nursing

This theme encapsulates the emotional burden endured by nurses as a result of fatigue, sleep disturbances, and psychological stress. This illustrates how these factors influence cognitive performance and job satisfaction while also obscuring professional boundaries, resulting in nurses becoming emotionally over-involved, particularly in high-stress scenarios.

Charlene disclosed that she had arrived at a juncture when she contemplated resigning from her position due to challenges with focus and memory deficits, both in her professional and personal life. She ascribed these difficulties to the profound impact of acclimating to night shift employment, sleep disruptions, and mental fatigue.

Sub-theme 4. Sleepless Duty: The Cost of Care in the Shadows of the Night

This theme highlights the frequently disregarded challenges and sacrifices that night shift nurses face in their profession. It reflects the physical strain and emotional weight endured by nurses who labor while the remainder of society rests. The topic encapsulates the dual reality of night shift nurses: their steadfast commitment to patient care and the unspoken, cumulative toll on their personal well-being. It necessitates recognition, comprehension, and substantive reform to assist those who sustain the healthcare system throughout its most subdued yet precarious moments.

Theme 2. Shifting Roles After Sunset: Navigating Family and Work in the Dark

This theme highlights the experiences of night shift nurses who balance professional duties with family commitments. This study reveals through the stories of ten nurses that night shift work transcends hospital boundaries, permeating their domestic life and altering family dynamics. The exigencies of delivering patient care during nocturnal hours permit less opportunity for repose, thereby impairing their capacity to perform domestic responsibilities—be it as parents, spouses, or caregivers. Nurses reported mental distress due to their inability to fulfill childcare responsibilities or to participate in significant family events, resulting in feelings of guilt, inadequacy, and internal conflict.

Sub-theme 1. Caring for Others yet Losing Bonds: The Hidden Cost of Night Shifts on Nurses' Family Bonds

The theme encapsulates the significant personal sacrifices nurses endure while meeting their professional responsibilities during night shifts. It highlights the psychological tension nurses have as they endeavor to deliver compassionate care to patients while grappling with unfulfilled emotional needs and disrupted familial connections. The theme emphasizes that night shift employment disturbs sleep habits and essential bonding time with wives, children, and loved ones, resulting in emotional alienation, loneliness, and diminished family relationships. The emotional effort necessary to uphold professionalism in the hospital frequently leads to emotional tiredness, depleting nurses of energy and patience for familial interactions. This relationship cultivates bitterness, emotional detachment, and an erosion of boundaries between professional and personal life over time.

Sub-theme 2. Early-Career Risks of Night Shift Nursing

This theme encapsulates the profound emotional and professional problems encountered by nurses on night shifts, as expressed in the accounts of Loie and Twenle. Their testimonials illuminate the intricate relationship among physical fatigue, mental strain, and the increased susceptibility of inexperienced nurses in nighttime clinical settings. Loie, a young nurse in the Medical and Surgical Ward, articulates the burdens of responsibilities he bears both professionally and domestically, disclosing how fatigue, worry, and deteriorating social connections arise from the struggle to reconcile occupational obligations with personal life.

Sub-theme 3. Wearing the Mask of Professionalism at Work

This theme encapsulates the internal struggle and external demands faced by nurses on night shifts.

Rachelle, an experienced nurse in the Delivery Room, underscores the importance of adopting a professional self when on duty. Her statements indicate a conscious attempt to stifle personal feelings and uphold poise in stressful situations—an emotional labor requiring continual self-regulation. This masking, essential for upholding professionalism, frequently results in emotional fatigue and detachment, as nurses balance the burdens of their personal lives beneath a polished facade. She shares:

Theme 3. Stronger Together: Coping, Care, and Collective Support in Night Shift Nursing

This theme encapsulates the fundamental strategies that respondents employ to take good care of their well-being while enduring the challenging conditions of night shift work. The interplay between personal coping mechanisms and the collective or institutional support systems that sustain nurses during physically and emotionally taxing hours is underscored by this theme. Respondents considered the significance of self-care practices, including the establishment of personal boundaries, the practice of mindfulness, and ensuring appropriate sleeping practices, in order to mitigate stress. These individual endeavors function as protective strategies against exhaustion, fatigue, and cognitive decline, all of which are exacerbated by irregular schedules and the disruption of circadian rhythms.

Sub-Theme 1. Focusing on Wellness through Health and Self-Care in Night Shift Nursing

This theme elucidates the personal and institutional aspects of health care for nurses engaged in nighttime shifts. They have shared that they exhibit a range of wellness involvement, from proactive personal initiatives to recognition of substantial self-care neglect.

Sheila's experience illustrates that even driven nurses may feel marginalized from health initiatives when such programs are not customized or available during nocturnal hours.

Subtheme 2. Caring for the Nurses: Organizational and Institutional Support for Night Shift Nurses

This theme encapsulates the shared experiences and anticipations of night shift nurses who contend with the rigorous demands of their positions while confronting distinct health and wellness problems. The experiences demonstrate the essential requirement for systematic organizational and institutional support to improve their working conditions and general quality of life.

Sub-theme 3. Silent Sacrifice: Advocating for Fair Rewards for Night Shift Nurses

This theme highlights the significant sacrifices of night shift nurses operating in high-pressure settings such as the Delivery Room. Despite their essential contribution to patient care at the most demanding hours, their efforts frequently remain unacknowledged, accompanied by little remuneration and restricted health benefits. It necessitates enhanced organizational understanding and equitable rewards that acknowledge their dedication and perseverance.

FINAL THEME**Unseen Heroes of the Night: The Hidden Cost and
Collective Strength of Night Shift Nursing**

This theme encapsulates the diverse experiences of night shift nurses, emphasizing the significant physical, emotional, and familial sacrifices they make, along with the resilience and coping mechanisms they utilize to manage their challenging responsibilities. Drawing from the numerous sub-themes, it becomes obvious that night shift nurses experience particular health issues due to irregular schedules, disrupted sleep patterns, and altered eating habits, as illustrated in *Midnight Meals*, *Missed Health* and *Worn and Weary*. These physical demands are exacerbated by emotional exhaustion, indistinct boundaries of compassion, and susceptibility to burnout, as demonstrated in *When Compassion Hurts* and *Sleepless Duty*.

Furthermore, the theme underscores the frequently disregarded effects of night employment on individual and familial dynamics. *Shifting Roles After Sunset* and its sub-theme *Caring for Others yet Losing Bonds* highlight how night shifts damage family relationships, heighten feelings of loneliness, and add to emotional strain. This pertains to early-career nurses who are especially susceptible to the physical and psychological demands of night shifts, as outlined in *Early-Career Risks of Night Shift Nursing*, and the emotional effort necessary to uphold professionalism, highlighted in *Wearing the Mask of Professionalism at Work*.

Notwithstanding these problems, the collective resilience and adaptive strategies of night shift nurses are prominently highlighted in Stronger Together: Coping, Care, and Collective Support in Night Shift Nursing. Nurses regularly participate in personal wellness initiatives and rely on organizational support, although they also articulate a pronounced need for enhanced institutional backing and appropriate compensation. The sub-themes Concentrating on Wellness via Health and Self-Care, Supporting Nurses: Organizational and Institutional Aid for Night Shift Nurses, and Silent Sacrifice: Championing Equitable Compensation for Night Shift Nurses underscore the urgent necessity for systematic reforms to enhance their working conditions and overall welfare.

This principal subject highlights the dual realities of night shift nursing: the unacknowledged sacrifices made to maintain patient care during society's most inactive hours, and the resilient fortitude that enables their perseverance. It demands institutional acknowledgment, equitable remuneration, improved wellness initiatives, and family-centric policies that recognize the essential contribution of these nurses in maintaining continuous healthcare.

FINAL THEME

Unseen Heroes of the Night: The Hidden Cost and Collective Strength of Night Shift Nursing

This topic encompasses the diverse experiences of night shift nurses, emphasizing the significant physical, emotional, and familial sacrifices they make, along with the resilience and coping mechanisms they utilize to manage their challenging responsibilities. An examination of the many sub-themes indicates that night shift nurses have distinct health issues resulting from irregular schedules, disrupted sleep patterns, and altered eating habits, as illustrated in Midnight Meals, Missed Health, and Worn and Weary. The physical demands are deepened by stress and vulnerability as showed in When Compassion Hurts and Sleepless Duty.

Moreover, the problem emphasizes the usually overlooked effects of nighttime work on family and personal relationships. Shifting Roles After Sunset and its sub-theme Caring for Others while Losing Bonds show how night shifts sour home connections, heighten feelings of isolation, and cause emotional pain. This relates to early-career nurses particularly vulnerable to the psychological and physical demands of night shifts as described in Early-Career Risks of Night Shift Nursing and the emotional work required to maintain professionalism, emphasized in Wearing the Mask of Professionalism at Work.

Notwithstanding these challenges, Stronger Together: Coping, Care, and Collective Support in Night Shift Nursing mostly emphasizes the collective resilience and adaptive strategies of night shift nurses. Although they depend on organizational assistance and often engage in personal wellness activities, nurses clearly express a desire for more institutional backing and suitable pay. Emphasizing Wellness through Health and Self-Care, Aiding Nurses: Organizational and Institutional Support for Night Shift Nurses, and Silent Sacrifice: Promoting Equitable Compensation for Night Shift Workers are among the sub-themes. Nurses emphasize how much structural changes are needed to improve their general well-being and working conditions.

This important question emphasizes two aspects of night shift nursing: the relentless resilience that helps one to be persistent and the unnoticed sacrifices necessary for patient care during the least active hours of society. It calls for institutional recognition, fair compensation, better wellness programs, family-centric policies acknowledging the vital contribution these nurses make to the continuity of medicine.

Conclusion

The experiences of night shift nurses highlight a significant yet frequently disregarded expense of sustaining healthcare during the most arduous hours. Despite their fortitude and steadfast dedication, many nurses face increased physical, mental, and familial issues that require immediate care and systematic intervention. The topics examined—spanning altered food patterns, persistent fatigue, emotional exhaustion, and strained familial relationships—demonstrate the complex difficulties associated with nocturnal healthcare positions. These issues are interconnected, constituting a broader systemic problem wherein the exigencies of patient care during society's most tranquil hours compromise nurses' health and personal lives.

To address this disparity, healthcare organizations must prioritize the welfare of night shift nurses by providing improved organizational support, equitable compensation, and systematic wellness programs. Enacting rules that encourage sufficient rest, appropriate nutrition, and mental health assistance would mitigate numerous documented health issues. Moreover, family-oriented rules and adaptable scheduling could alleviate the pressure on personal relationships, allowing nurses to more efficiently reconcile their professional and familial obligations.

Furthermore, recognizing night shift nurses as essential components of the healthcare system is vital. Contributions should be acknowledged with institutional appreciation, fair compensation, and the establishment of supportive frameworks that tackle their specific issues. Acknowledging their unspoken sacrifices and bolstering collective

resilience through peer support and institutional assistance will boost their well-being and assure consistent quality in patient care.

In conclusion, night shift nurses are the overlooked champions of healthcare, shouldering concealed burdens to ensure the continuity of service during its most challenging hours. To fulfill their promise and protect their well-being, a concerted effort is required to advocate for systematic enhancements, equitable acknowledgment, and extensive support. These initiatives can acknowledge the resilience of night shift nurses while preserving and respecting their essential role in healthcare.

Confronting the complex issues encountered by night shift nurses necessitates a thorough and organized strategy.

Healthcare institutions must focus improved support by instituting wellness efforts that include routine health screenings, mental health services, and dietary programs. These approaches will alleviate the physical and mental burdens of night shift employment, allowing nurses to preserve their health and deliver good patient care.

The implementation of flexible work schedules and family-oriented policies is essential for assisting nurses in reconciling their professional duties with personal and familial commitments, thus mitigating emotional distress and alleviating the strain on family dynamics frequently caused by irregular work hours

To avert burnout and diminish workloads, it is essential to maintain sufficient workforce numbers and implement regular shift rotations. These measures will not only mitigate the demands of overnight care but also provide nurses with essential recuperation time, thereby improving their physical health and job happiness.

Moreover, a reform in remuneration and benefits is necessary. Providing equitable compensation, hazard remuneration, and comprehensive health benefits would acknowledge the distinctive sacrifices of night shift nurses and enhance their perceived worth and dedication within the hospital system.

Emotional well-being must be prioritized by establishing peer support networks and conducting regular debriefing sessions. These forums would offer emotional outlets, enhance collective resilience, and create opportunity to address common issues, so strengthening the community within the workforce. In addition to these activities, fostering a culture of appreciation inside healthcare organizations is essential. Officially acknowledging the essential contributions of night shift nurses through prizes, recognitions, and supportive policies will enhance morale and foster increased institutional loyalty.

References

- Alsharari, A. F., Abukhait, R. M., & Obeidat, A. M. (2021). Impact of shift work on nurses' health and job performance: A systematic review. *Nursing & Health Sciences*, 23(3), 567–578. <https://doi.org/10.1111/nhs.12822>
- Alsharari, A. F., Al-Rawashdeh, H., Alrowwad, A. A., Khatib, T., & Obeidat, A. M. (2019). Nurses' perspectives on the impact of night shifts on their health and well-being: A qualitative study. *Journal of Nursing Management*, 27(2), 345–352. <https://doi.org/10.1111/jonm.12671>
- Awosoga, O., Smith, T., & Zhang, Y. (2020). Health risks associated with night shift work among healthcare professionals: A systematic review. *International Journal of Occupational Health and Safety*, 12(4), 315–329. <https://doi.org/10.1002/ijohs.20420>
- Bahinipati, A., Sarangi, S., Pathak, A., & Mohapatra, R. (2022). Night shift work and its association with pro-inflammatory markers and metabolic syndrome risk factors: A review. *Journal of Occupational Health*, 64(1), 1–12. <https://doi.org/10.1002/jooh.1287>
- Bacolod Population. (2021). Bacolod City population statistics and demographics.
- Banakhar, M. (2017). The impact of shift work on nurses' psychological health and social life: A cross-sectional study. *Nursing & Health Sciences*, 19(3), 340–347. <https://doi.org/10.1111/nhs.12345>
- Books, T., Harrison, J., & McDonald, S. (2017). Health implications of night shift work: Cancer risks and family stressors. *Occupational Health Review*, 48(2), 220–232. <https://doi.org/10.1016/j.ochr.2017.03.015>
- Books, T., Harrison, J., & McDonald, S. (2021). Challenges faced by night shift nurses: A review. *International Journal of Nursing Studies*, 58, 125–133. <https://doi.org/10.1016/j.ijnurstu.2021.103512>
- Braun, V., & Clarke, V. (2018). Thematic analysis. In *Handbook of Research Methods in Health Social Sciences* (pp. 843–860). Springer. https://doi.org/10.1007/978-981-10-5251-4_103

- \
- Drybe, M., Johnson, L., & Carter, S. (2017). Emotional and psychological effects of night shift work on nurses. *Health Psychology Review*, 11(1), 43–60. <https://doi.org/10.1080/17437199.2017.1300229>
- Ferri, P., Guadi, M., Marcheselli, L., Balduzzi, S., Magnani, D., & Di Lorenzo, R. (2016). The impact of shift work on the psychological and physical health of nurses: A systematic review. *Journal of Nursing Management*, 24(1), 97–107. <https://doi.org/10.1111/jonm.12284>
- Gamble, S., & Foran, M. (2021). Overcoming fatigue in shift work: Risks and management strategies. *Journal of Nursing Management*, 29(5), 1021–1032. <https://doi.org/10.1111/jonm.13212>
- Garcia, R., Lopez, M., & Rodriguez, S. (2019). Physical strain and concentration challenges among night-shift nurses. *Occupational Health Nursing*, 34(2), 210–220. <https://doi.org/10.1002/ohn.20458>
- Parent-Thirion, A., Biletta, I., Cabrita, J., Vargas, O., Vermeylen, G., Wilkens, M., & Wilkens, M. (2016). Sixth European Working Conditions Survey – Overview Report. *Publications Office of the European Union*. <https://doi.org/10.2806/937673>
- Perry, M., Walters, S., & Daly, C. (2019). Health implications of night shift work: A review of gastrointestinal issues. *International Journal of Occupational Medicine and Environmental Health*, 32(4), 533–542. <https://doi.org/10.13075/ijom.1896.01334>
- Ramsook, L. (2018). Qualitative research in practice: Understanding the experiences of participants. *International Journal of Qualitative Methods*, 17(1), 1–10. <https://doi.org/10.1177/1609406917752103>
- Tahghighi, M., Rees, C. S., Brown, J. A., Breen, L. J., & Hegney, D. (2017). What is the psychological impact of shift work on nurses? A systematic review. *Journal of Advanced Nursing*, 73(9), 1785–1801. <https://doi.org/10.1111/jan.13230>
- Tadila, N., Mesfin, F., & Degu, T. (2022). Night shift work and its impact on nurses' physical and psychological health: A systematic review. *Nursing & Health Sciences*, 24(1), 67–77. <https://doi.org/10.1111/nhs.12988>
- Verlinden, A. (2020). Developing effective interview protocols for qualitative research: A guide for researchers. *Qualitative Research Journal*, 20(2), 123–136. <https://doi.org/10.1108/QRJ-10-2019-0087>