

Free essay on dr barbara nelson 2010 analysis of an issue new york

[Experience](#), [Belief](#)



Cultural conflict is a misunderstanding or disagreement between cultural values and beliefs by at least two people or sides. Cultural conflict in the nursing field has negative effect to both the nurses and patients. It alters the behavior and attitude of individuals thus escalating tension between nurses. This results to inaccurate or strained communication and stressed relationships which create tension in the hospital.

Past history indicate cultural conflict in the nursing field affects the access and equity of medical services. It also affects the quality of service provided by nurses as they do not enjoy their working environment. Unresolved cultural conflicts in the nursing field create a barrier within the organization thus lowering the level of cooperation and productivity in the organization (Jein 2005).

The major factors that fuel cultural conflict in nursing are job dissatisfaction, leadership behavior and organizational culture. Once nurses from one culture feel insecure at the workplace due to poor attitude and unbearable behavior from nurses of another culture they are likely dissociate themselves from such people.

The outcome of integrating nurses coming from diverse cultures is cross-cultural conflict. Cultural conflict results differences in; language and needs at the workplace, decision making, behavioral norms, view of conflict and role expectation. Nonetheless, cultural conflict in nursing can be solved by developing an effective and feasible way of solving the conflict by encouraging nurses to work together in the quest of solving their differences (Barbara 2010).

Creating an organizational culture is vital towards resolving cultural conflict that may exist in the nursing field. It influences attitudes and behavior change as well as acceptance and acknowledgement of each other. This promotes interaction between nurses and their leaders. Collaboration and team communication encourage nurses to accomplish their objectives and mission in their job profession.

References

Jein RF, Harris BL., (2005), Cross-cultural conflict: the American nurse manager and a culturally mixed staff.