

---

Theses

---

2017

The lived experience of the Western Australian graduate registered nurse who is male

Dianne Juliff

Follow this and additional works at: <https://researchonline.nd.edu.au/theses>



COMMONWEALTH OF AUSTRALIA  
Copyright Regulations 1969

WARNING

The material in this communication may be subject to copyright under the Act. Any further copying or communication of this material by you may be the subject of copyright protection under the Act.

Do not remove this notice.

## References

- AIHW. (2012). *Nursing and midwifery workforce 2011*. Canberra: Australian Institute of Health and Welfare.
- Allison, S. T., Beggan, J. K., & Clements, C. (2004). Derogatory stereotypic beliefs and evaluations of male nurses. *Equal Opportunities International*, 23(3/4/5), 162-178. doi: 10.1108/02610150410787783
- Anderson, L. B., & Morgan, M. (2017). An Examination of nurses' intergenerational communicative experiences in the workplace: Do nurses eat their young? *Communication Quarterly*, 65(4), 377-325. doi: 10.1080/01463373.2016.1259175
- Andersson, P., & Edberg, A. (2010). The transition from rookie to genuine nurse: Narratives from Swedish nurses 1 year after graduation. *Journal of Continuing Education in Nursing*, 41(4), 186-192. doi: 10.3928/00220124-20100326-05
- Anonson, J., Walker, M. E., Arries, E., Maposa, S., Telford, P., & Berry, L. (2014). Qualities of exemplary nurse leaders: Perspectives of frontline nurses. *Journal of Nursing Management*, 22(1), 127-136. doi: 10.1111/jonm.12092
- Antin, T. M., Constantine, N. A., & Hunt, G. (2014). Conflicting discourses in qualitative research: The search for divergent data within cases. *Field Methods*, 1525822X14549926.
- Arrowsmith, V., Lau-Walker, M., Norman, I., & Maben, J. (2016). Nurses' perceptions and experiences of work role transitions: A mixed methods systematic review of the literature. *Journal of Advanced Nursing*, 72(8), 1735-1750. doi: 10.1111/jan.12912
- Arthur, M. B., Hall, D. T., & Lawrence, B. S. E. (1989). *Handbook of career theory*. England: Cambridge University Press.
- Auerbach, D. I., Buerhaus, P. I., & Staiger, D. O. (2015). Will the RN workforce weather the retirement of the baby boomers? *Medical Care*, 53(10), 850-856.
- Baillie, L. (2015). Promoting and evaluating scientific rigour in qualitative research. *Nursing Standard*, 29(46), 36.
- Baldacchino, D. R., & Galea, P. (2012). Student nurses' personality traits and the nursing profession: part 1. *British Journal of Nursing*, 21(7), 419-425. doi: 10.12968/bjon.2012.21.7.419
- Baldwin, A., Mills, J., Birks, M., & Budden, L. (2014). Role modeling in undergraduate nursing education: An integrative literature review. *Nurse Education Today*, 34(6), e18-e26. doi: 10.1016/j.nedt.2013.12.007
- Bally, J. M. G. (2007). The role of nursing leadership in creating a mentoring culture in acute care environments. *Nursing Economic*, 25(3), 143.
- Bartfay, W. J., Bartfay, E., Clow, K. A., & Wu, T. (2010). Attitudes and perceptions towards men in nursing education. *Internet Journal of Allied Health Sciences & Practice*, 8(2), 7.

- Bazeley, P., & Jackson, K. (2013). *Qualitative data analysis with NVivo* (2<sup>nd</sup> ed.). London: Sage.
- Beecroft, P. C., Dorey, F., & Wenten, M. (2008). Turnover intention in new graduate nurses: A multivariate analysis. *Journal of Advanced Nursing*, 62(1), 41-52. doi: 10.1111/j.1365-2648.2007.04570.x
- Bell-Scriber, M. J. (2008). Warming the nursing education climate for traditional-age learners who are male. *Nursing Education Perspectives*, 29(3), 143.
- Benner, P. (2015). Curricular and pedagogical implications for the Carnegie Study, educating nurses: A call for radical transformation. *Asian Nursing Research*, 9(1), 1-6. doi: 10.1016/j.anr.2015.02.001
- Benner, P., Sutphen, M., Leonard, V., & Day, L. (2010). *Educating nurses: A call for radical transformation*. San Francisco, CA: Jossey-Boss.
- Bevis, E., & Watson, J. (1989). *Toward a caring curriculum: A new pedagogy for nursing*. United States: NLN publications.
- Bhattacharjee, A. (2012). *Social science research: Principles, methods, and practices*. Textbooks Collection. Book 3. Retrieved from [http://scholarcommons.usf.edu/oa\\_textbooks/3](http://scholarcommons.usf.edu/oa_textbooks/3)
- Biggerstaff, D., & Thompson, A. (2008). Interpretative phenomenological analysis (IPA): A qualitative methodology of choice in healthcare research. *Qualitative Research in Psychology*, 5(3), 214-224. doi: 10.1080/14780880802314304
- Black, P. M. (2014). *Professional nursing: Concepts & challenges* (7th ed.). Missouri: Elsevier.
- Boychuk Duchscher, J. E. (2001). Out in the real world: Newly graduated nurses in acute-care speak out. *Journal of Nursing Administration*, 31(9), 426-439. doi: 10.1097/00005110-200109000-00009
- Boychuk Duchscher, J. E., & Cowin, L. S. (2004). The experience of marginalization in new nursing graduates. *Nursing Outlook*, 52(6), 289-296. doi: 10.1016/j.outlook.2004.06.007
- Brocki, J. M., & Wearden, A. J. (2006). A critical evaluation of the use of interpretative phenomenological analysis (IPA) in health psychology. *Psychology & Health*, 21(1), 87-108. doi: 10.1080/14768320500230185
- Brown, B. (2009). Men in nursing: Re-evaluating masculinities, re-evaluating gender. *Contemporary Nurse*, 33(2), 120-129. doi: 10.5172/conu.2009.33.2.120
- Callary, B., Rathwell, S., & Young, B. W. (2015). Insights on the process of using interpretive phenomenological analysis in a sport coaching research project. *The Qualitative Report*, 20(2), 63-75.
- Calman, L., Brunton, L., & Molassiotis, A. (2013). Developing longitudinal qualitative designs: Lessons learned and recommendations for health services research. *BMC Medical Research Methodology*, 13(1), 14-14. doi: 10.1186/1471-2288-13-14
- Cerbone, D. R. (2006). *Understanding phenomenology*. Montreal; Durham: Acumen Publishing, Limited.

- Chandler, G. E. (2012). Succeeding in the first year of practice: Heed the wisdom of novice nurses. *Journal for Nurses in Staff Development*, 28(3), 103-107. doi: 10.1097/NND.0b013e31825514ee
- Chang, E., & Daly, J. (2012). *Transitions in nursing: Preparing for professional practice* (Vol. 3rd). Chatswood, N.S.W: Elsevier Australia.
- Chernomas, W, Care, W., McKenzie, J, Guse, L., & Currie, J. (2010). "Hit the ground running": Perspectives of new nurses and nurse managers on role transition and integration of new graduates. *Nursing Leadership (Toronto, Ont.)*, 22(4), 70.
- Chou, M., & Lee, L. (2007). Initial formation of nursing philosophies following fundamental clinical practice: The experience of male nursing students. *Journal of Nursing Research*, 15(2), 127-137. doi: 10.1097/01.JNR.0000387607.55403.16
- Christensen, M., & Knight, J. (2014). 'Nursing is no place for men' - A thematic analysis of male nursing students experiences of undergraduate nursing education. *Journal of Nursing Education and Practice*, 4(12), 95. doi: 10.5430/jnep.v4n12p95
- Chur-Hansen, A. (2002). Preferences for female and male nurses: The role of age, gender and previous experience – year 2000 compared with 1984. *Journal of Advanced Nursing*, 37(2), 192-198. doi: 10.1046/j.1365-2648.2002.02079.x
- Clark, C. M., & Springer, P. J. (2012). Nurse residents' first-hand accounts on transition to practice. *Nursing Outlook*, 60(4), e2-e8. doi: 10.1016/j.outlook.2011.08.003
- Colby, N. (2012). Caring from the male perspective: A gender neutral concept. *International Journal for Human Caring*, 16(4), 36-41.
- Cook, M. J., & Leathard, H. L. (2004). Learning for clinical leadership. *Journal of Nursing Management*, 12(6), 436-444. doi: 10.1111/j.1365-2834.2004.00420.x
- Cope, D. (2014). Methods and meanings: Credibility and trustworthiness of qualitative research. *Oncology Nursing Forum*, 41(1), 89-91. doi: 10.1188/14.ONF.89-91
- Corney, B. (2008). Aggression in the workplace: A study of horizontal violence utilising Heideggerian hermeneutic phenomenology. *Journal of Health Organization and Management*, 22(2), 164-177. doi: 10.1108/14777260810876321
- Cotter, R. B., Burke, J. D., Stouthamer-Loeber, M., & Loeber, R. (2005). Contacting participants for follow-up: How much effort is required to retain participants in longitudinal studies? *Evaluation and Program Planning*, 28(1), 15-21. doi: 10.1016/j.evalprogplan.2004.10.002
- Cowin, L. S., & Hengstberger-Sims, C. (2006). New graduate nurse self-concept and retention: A longitudinal survey. *International Journal of Nursing Studies*, 43(1), 59-70. doi: 10.1016/j.ijnurstu.2005.03.004
- Cowin, L. S., & Johnson, M. (2015). From student to graduate: Longitudinal changes in the qualities of nurses. *Journal of Advanced Nursing*, 71(12), 2911-2922. doi: 10.1111/jan.12763
- Creswell, J. W. (2013). *Qualitative inquiry & research design: Choosing among five approaches*. Thousand Oaks, California: SAGE.

- Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed method approaches*. Thousand Oaks, California: SAGE.
- Cudé, G., & Winfrey, K. (2007). The hidden barrier: Gender bias: Fact or fiction? *Nursing for Women's Health, 11*(3), 254-265. doi: 10.1111/j.1751-486X.2007.00165.x
- D'Intino, R. S., Goldsby, M. G., Houghton, J. D., & Neck, C. P. (2007). Self-leadership: A process for entrepreneurial success. *Journal of Leadership & Organizational Studies, 13*(4), 105.
- Davis, H. (2007). Exploring the essence of helping. *Kai Tiaki: Nursing New Zealand, 13*(5), 13.
- Dawson, A. J., Stasa, H., Roche, M. A., Homer, C. S. E., & Duffield, C. (2014). Nursing churn and turnover in Australian hospitals: Nurses perceptions and suggestions for supportive strategies. *BMC Nursing, 13*(1), 11-11. doi: 10.1186/1472-6955-13-11
- Derntl, B., Finkelmeyer, A., Eickhoff, S., Kellermann, T., Falkenberg, D. I., Schneider, F., & Habel, U. (2010). Multidimensional assessment of empathic abilities: Neural correlates and gender differences. *Psychoneuroendocrinology, 35*(1), 67-82. doi: 10.1016/j.psyneuen.2009.10.006
- Dowling, M. (2007). From Husserl to van Manen. A review of different phenomenological approaches. *International Journal of Nursing Studies, 44*(1), 131-142. doi: 10.1016/j.ijnurstu.2005.11.026
- Drury, V., Francis, K., & Chapman, Y. (2009). Where have all the young ones gone: Implications for the nursing workforce. *Online Journal of Issues in Nursing, 14*(1).
- Duchscher, J. (2003). Critical thinking: Perceptions of newly graduated female baccalaureate nurses. *Journal of Nursing Education, 42*(1), 14.
- Duchscher, J. (2008). A process of becoming: The stages of new nursing graduate professional role transition. *Journal of Continuing Education in Nursing, 39*(10), 441-450. doi: 10.3928/00220124-20081001-03
- Duchscher, J. (2009). Transition shock: The initial stage of role adaptation for newly graduated registered nurses. *Journal of Advanced Nursing, 65*(5), 1103-1113. doi: 10.1111/j.1365-2648.2008.04898.x
- Duchscher, J. (2012). *From surviving to thriving; navigating the first year of professional nursing practice*. Saskatoon, Canada: Nursing the Future.
- Duchscher, J., & Myrick, F. (2008). The prevailing winds of oppression: Understanding the new graduate experience in acute care. *Nursing Forum, 43*(4), 191-206. doi: 10.1111/j.1744-6198.2008.00113.x
- Duffin, C. (2006). Lack of training in intimate care adds to male nurses' isolation. *Nursing Standard, 20*(52), 10.
- Dyess, S., & Sherman, R. (2011). Developing the leadership skills of new graduates to influence practice environments: A novice nurse leadership program. *Nursing Administration Quarterly, 35*(4), 313.

- Dyess, S. M., & Sherman, R. O. (2009). The first year of practice: New graduate nurses' transition and learning needs. *Journal of Continuing Education in Nursing, 40*(9), 403-410. doi: 10.3928/00220124-20090824-03
- Dyess, S. M., & Sherman, R. O. (2010). Developing a leadership mindset in new graduates. *Nurse Leader, 8*(1), 29-33. doi: 10.1016/j.mnl.2009.11.004
- Ekström, L., & Idvall, E. (2015). Being a team leader: Newly registered nurses relate their experiences. *Journal of Nursing Management, 23*(1), 75-86. doi: 10.1111/jonm.12085
- El Haddad, M., Moxham, L., & Broadbent, M. (2016). Graduate nurse practice readiness: A conceptual understanding of an age old debate, *Collegian(Royal College of Nursing, Australia)*. doi: 10.1016/j.colegn.2016.08.004
- El Haddada, M., Moxham, L., & Broadbent, M. (2013). Graduate registered nurse practice readiness in the Australian context: An issue worthy of discussion. *Collegian, 20*(4), 233.
- Eley, D. S., & Eley, R. M. (2011). Personality traits of Australian nurses and doctors: Challenging stereotypes? *International Journal of Nursing Practice, 17*(4), 380-387. doi: 10.1111/j.1440-172X.2011.01952.x
- Eley, R., Eley, D., & Rogers-Clark, C. (2010). Reasons for entering and leaving nursing: An Australian regional study. *Australian Journal of Advanced Nursing, The, 28*(1), 6-13.
- Ellis, D. M., Meeker, B. J., & Hyde, B. L. (2006). Exploring men's perceived educational experiences in a baccalaureate program. *Journal of Nursing Education, 45*(12), 523.
- Embree, J. L., & White, A. H. (2010). Concept analysis: Nurse-to-nurse lateral violence. *Nursing Forum, 45*(3), 166-173. doi: 10.1111/j.1744-6198.2010.00185.x
- Enosh, G., & Ben-Ari, A. (2015). Reflexivity: The creation of liminal spaces: Researchers, participants, and research encounters. *Qualitative Health Research*. doi: 10.1177/1049732315587878
- Etheridge, S. A. (2007). Learning to think like a nurse: Stories from new nurse graduates. *Journal of Continuing Education in Nursing, 38*(1), 24.
- Evans, J. (2004a). Men nurses: A historical and feminist perspective. *Journal of Advanced Nursing, 47*(3), 321-328. doi: 10.1111/j.1365-2648.2004.03096.x
- Evans, J. (2004b). Bodies matter: Men, masculinity, and the gendered division of labour in nursing. *Journal of Occupational Science, 11*(1), 14-22. doi: 10.1080/14427591.2004.9686527
- Evans, J. A. (2002). Cautious caregivers: Gender stereotypes and the sexualization of men nurses' touch. *Journal of Advanced Nursing, 40*(4), 441-448. doi: 10.1046/j.1365-2648.2002.02392.x
- Fade, S. (2004). Using interpretative phenomenological analysis for public health nutrition and dietetic research: A practical guide. *Proceedings of the Nutrition Society, 63*(4), 647-653. doi: 10.1079/PNS2004398

- Fallatah, F., Laschinger, H. K. S., & Read, E. A. (2016). The effects of authentic leadership, organizational identification, and occupational coping self-efficacy on new graduate nurses' job turnover intentions in Canada. *Nursing Outlook*. doi: 10.1016/j.outlook.2016.11.020
- Fenwick, T., & Nerland, M. (2014). *Reconceptualising professional learning: Sociomaterial knowledges, practices and responsibilities*. Florence: Routledge.
- Fink, R., Krugman, M., Casey, K., & Goode, C. (2008). The graduate nurse experience: Qualitative residency program outcomes. *Journal of Nursing Administration*, 38(7/8), 341-348. doi: 10.1097/01.NNA.0000323943.82016.48
- Finlay, L. (2008). A dance between the reduction and reflexivity: Explicating the "phenomenological psychological attitude". *Journal of Phenomenological Psychology*, 39(1), 1-1. doi: 10.1163/156916208X311601
- Fisher, M. J. (2009). 'Being a chameleon': Labour processes of male nurses performing bodywork. *Journal of Advanced Nursing*, 65(12), 2668. doi: 10.1111/j.1365-2648.2009.05120.x
- Francis, M. (2013). Report of the Mid Staffordshire NHS Foundation Trust Public Inquiry (Vol. 3). London: House of Commons.
- Gardenier, D., Mallo, R., & Moss, L. (2016). Are male nurses treated differently? *The Journal for Nurse Practitioners*, 12(5), 302-303. doi: 10.1016/j.nurpra.2016.01.019
- Gardner, W. L., Avolio, B. J., Luthans, F., May, D. R., & Walumbwa, F. (2005). "Can you see the real me?" A self-based model of authentic leader and follower development. *The Leadership Quarterly*, 16(3), 343. doi: 10.1016/j.leaqua.2005.03.003
- Gardner, W. L., Cogliser, C. C., Davis, K. M., & Dickens, M. P. (2011). Authentic leadership: A review of the literature and research agenda. *The Leadership Quarterly*, 22(6), 1120-1145. doi: 10.1016/j.leaqua.2011.09.007
- Giorgi, A. (2012). The descriptive phenomenological psychological method. *Journal of Phenomenological Psychology*, 43(1), 3-12. doi: 10.1163/156916212X632934
- Goodare, P. (2015). Literature review: "Are you ok there?": The socialisation of student and graduate nurses: Do we have it right? *Australian Journal of Advanced Nursing*, The, 33(1), 38-43.
- Gottfredson, G. D., & Holland, J. (1996). *Dictionary of Holland Occupational Codes* (3rd ed.). Odessa, FL: Psychological Assessment Resources.
- Gottfredson, L. S., & Lapan, R. T. (1997). Assessing gender-based circumscription of occupational aspirations. *Journal of Career Assessment*, 5(4), 419-441. doi: 10.1177/106907279700500404
- Grady, C. A., Stewardson, G. A., & Hall, J. L. (2008). Faculty notions regarding caring in male nursing students. *The Journal of Nursing Education*, 47(7), 314-323. doi: 10.3928/01484834-20080701-05
- Hardie, J. H. (2015). Women's work? Predictors of young men's aspirations for entering traditionally female-dominated occupations. *Sex Roles*, 72(7), 349-362. doi: 10.1007/s11199-015-0449-1

- Harding, T. (2007). The construction of men who are nurses as gay. *Journal of Advanced Nursing*, 60(6), 636-644. doi: 10.1111/j.1365-2648.2007.04447.x
- Harding, T. (2009). Swimming against the malestream: Men choosing nursing as a career. *Nursing Praxis in New Zealand Inc*, 25(3), 4.
- Harding, T. (2012). Men: An invisible force in nursing history. *Nursing Review*.
- Harding, T., North, N., & Perkins, R. (2008). Sexualizing men's touch: Male nurses and the use of intimate touch in clinical practice. *Research & Theory for Nursing Practice*, 22(2), 88-102.
- Harris, L. R., & Brown, G. (2010). Mixing interview and questionnaire methods. Practical problems in aligning data. *Practical Assessment, Research and Evaluation*, 15(1), 1-19.
- Hart, K. A. (2005). What do men in nursing really think? *Nursing*, 35(11), 46.
- Harwood, M. (2011). Transition shock - hitting the ground running. *Nuritinga Electronic Journal of Nursing*, 10, 8-18.
- Haydon, G., van der Reit, P., & Browne, G. (2015). A narrative inquiry: Humour and gender differences in the therapeutic relationship between nurses and their patients. *Contemporary Nurse*, 50(2-3), 214-226. doi: 10.1080/10376178.2015.1021436
- Herakova, L. (2012). Nursing masculinity: Male nurses' experiences through a co-cultural lens. *Howard Journal of Communications*, 23(4), 332. doi: 10.1080/10646175.2012.722822
- Hezaveh, M. S., Rafii, F., & Seyedfatemi, N. (2014). Novice nurses' experiences of unpreparedness at the beginning of the work. *Global Journal of Health Science*, 6(1), 215.
- Hodes. (2005). *Men in nursing study*: Bernard Hodes Group. Retrieved from [http://www.aamn.org/\\_resources/documents/meninnursing2005survey.pdf](http://www.aamn.org/_resources/documents/meninnursing2005survey.pdf)
- Holland, J. (1985). *Making vocational choices: A theory of vocational personalities & work environments*. Englewood Cliffs, NJ: Prentice-Hall.
- Holland, P., Allen, B., & Cooper, B. (2012). *What nurses want: Analysis of the first national survey on nurses' attitudes to work and work conditions in Australia*. Melbourne: Monash University.
- Horsburgh, D., & Ross, J. (2013). Care and compassion: The experiences of newly qualified staff nurses. *Journal of Clinical Nursing*, 22(7-8), 1124-1132. doi: 10.1111/jocn.12141
- Horsfall, J., Cleary, M., & Hunt, G. E. (2012). Developing a pedagogy for nursing teaching-learning. *Nurse Education Today*, 32(8), 930. doi: 10.1016/j.nedt.2011.10.022
- Houghton, C., Casey, D., Shaw, D., & Murphy, K. (2013). Rigour in qualitative case-study research. *Nurse Researcher*, 20(4), 12.
- Huntington, A., Gilmour, J., Neville, S., Kellett, S., & Turner, C. (2012). A glimpse of the future nursing workforce: The graduate e-cohort study. *Australian Journal of Advanced Nursing*, The, 29(3), 22-29.



- Hutchinson, M., Vickers, M., Wilkes, L., & Jackson, D. (2010). A typology of bullying behaviours: The experiences of Australian nurses. *Journal of Clinical Nursing, 19*(15-16), 2319-2328. doi: 10.1111/j.1365-2702.2009.03160.x
- HWA. (2012a). *Health workforce 2025: Doctors, nurses and midwives – Volume 1*. Adelaide, South Australia: Health Workforce Australia. Retrieved from [www.hwa.gov.au/sites/uploads/health-workforce-2025-volume-1.pdf](http://www.hwa.gov.au/sites/uploads/health-workforce-2025-volume-1.pdf)
- HWA. (2013). *Australia's health workforce series: Nurses in focus*. Adelaide: Health Workforce Australia. Retrieved from <http://www.hwa.gov.au/sites/default/files/Nurses-in-Focus-FINAL.pdf>.
- HWA. (2014a). *Australia's future health workforce: Nurses overview*. Adelaide, South Australia: Health Workforce Australia. Retrieved from [www.health.gov.au/internet/main/publishing.nsf/Content/34AA7E6FDB8C16AAC A257D9500112F25/\\$File/AFHW%20-%20Nurses%20overview%20report.pdf](http://www.health.gov.au/internet/main/publishing.nsf/Content/34AA7E6FDB8C16AAC A257D9500112F25/$File/AFHW%20-%20Nurses%20overview%20report.pdf).
- HWA. (2014b). *Nursing workforce sustainability: Improving nurse retention and productivity*. Canberra: Health Workforce Australia. Retrieved from <http://www.health.gov.au/internet/main/publishing.nsf/Content/nursing-workforce-sustainability-improving-nurse-retention-and-productivity>.
- Ierardi, J. A., Fitzgerald, D. A., & Holland, D. T. (2010). Exploring male students' educational experiences in an associate degree nursing program. *Journal of Nursing Education, 49*(4), 215-218. doi: 10.3928/01484834-20091217-04
- Inoue, M., Chapman, R., & Wynaden, D. (2006). Male nurses' experiences of providing intimate care for women clients. *Journal of Advanced Nursing, 55*(5), 559-567. doi: 10.1111/j.1365-2648.2006.03948.x
- Jewell, A. (2013). Supporting the novice nurse to fly: A literature review. *Nurse Education in Practice, 13*(4), 323. doi: 10.1016/j.nepr.2013.04.006
- Jirwe, M., & Rudman, A. (2012). Why choose a career in nursing? *Journal of Advanced Nursing, 68*(7), 1615-1623. doi: 10.1111/j.1365-2648.2012.05991.x
- Johansson, G., Andersson, L., Gustafsson, B., & Sandahl, C. (2010). Between being and doing: The nature of leadership of first-line nurse managers and registered nurses. *Journal of Clinical Nursing, 19*(17-18), 2619-2628. doi: 10.1111/j.1365-2702.2010.03211.x
- Johnson, S. L., & Rea, R. E. (2009). Workplace bullying: Concerns for nurse leaders. *Journal of Nursing Administration, 39*(2), 84-90. doi: 10.1097/NNA.0b013e318195a5fc
- Johnstone, M., Kanitsaki, O., & Currie, T. (2008). The nature and implications of support in graduate nurse transition programs: An Australian study. *Journal of Professional Nursing, 24*(1), 46-53. doi: 10.1016/j.profnurs.2007.06.003
- Jones, A., Benbow, J., & Gidman, R. (2014). Provision of training and support for newly qualified nurses. *Nursing Standard, 28*(19), 44-50. doi: 10.7748/ns2014.01.28.19.44.e8191
- Jooste, K., & Cairns, L. (2014). Comparing nurse managers and nurses' perceptions of nurses' self-leadership during capacity building. *Journal of Nursing Management, 22*(4), 532-539. doi: 10.1111/jonm.12235

- Juliff, D., Russell, K., & Bulsara, C. (2017). The essence of helping: Significant others and nurses in action draw men into nursing. *Contemporary Nurse, 53*(2), 156-166. doi: 10.1080/10376178.2016.1254567
- Karnieli-Miller, O., Strier, R., & Pessach, L. (2009). Power relations in qualitative research. *Qualitative Health Research, 19*(2), 279-289. doi: 10.1177/1049732308329306
- Kelly, J., & Ahern, K. (2009). Preparing nurses for practice: A phenomenological study of the new graduate in Australia. *Journal of Clinical Nursing, 18*(6), 910-? doi: 10.1111/j.1365-2702.2008.02308.x
- Kelly, J., & McAllister, M. (2013). Lessons students and new graduates could teach: A phenomenological study that reveals insights on the essence of building a supportive learning culture through preceptorship. *Contemporary Nurse, 44*(2), 170-177. doi: 10.5172/conu.2013.44.2.170
- Kelly, S., & Courts, N. (2007). The professional self-concept of new graduate nurses. *Nurse Education in Practice, 7*(5), 332-337. doi: 10.1016/j.nepr.2006.10.004
- Keogh, B., & O'Lynn, C. (2007). Male nurses' experiences of gender barriers: Irish and American perspectives. *Nurse Educator, 32*(6), 256-259. doi: 10.1097/01.NNE.0000299478.64809.82
- Kluczyńska, U. (2017). Motives for choosing and resigning from nursing by men and the definition of masculinity: A qualitative study. *Journal of Advanced Nursing, 73*(6), 1366-1376. doi: 10.1111/jan.13240
- Koch, J., Everett, B., Phillips, J., & Davidson, P. M. (2014). Diversity characteristics and the experiences of nursing students during clinical placements: A qualitative study of student, faculty and supervisors' views. *Contemporary Nurse, 49*(1), 15.
- Kornbluh, M. (2015). Combatting challenges to establishing trustworthiness in qualitative research. *Qualitative Research in Psychology, 12*(4), 397. doi: 10.1080/14780887.2015.1021941
- Kouta, C., & Kaite, C. P. (2011). Gender discrimination and nursing: A literature review. *Journal of Professional Nursing, 27*(1), 59. doi: 10.1016/j.profnurs.2010.10.006
- Kramer, M. (1974). *Reality shock why nurses leave nursing*. St. Louis: Mosby.
- Kramer, M., Brewer, B., & Maguire, P. (2011). Impact of healthy work environments on new graduate nurses' environmental reality shock. *Western Journal of Nursing Research, 35*(3), 348-383. doi: 10.1177/0193945911403939
- Kwan, B. S. C. (2013). Facilitating novice researchers in project publishing during the doctoral years and beyond: A Hong Kong-based study. *Studies in Higher Education, 38*(2), 207-225. doi: 10.1080/03075079.2011.576755
- Lapinski, M. K., & Orbe, M. (2007). Evidence for the construct validity and reliability of the co-cultural theory scales. *Communication Methods and Measures, 1*(2), 137-164. doi: 10.1080/19312450701399388
- Larkin, M., Eatough, V., & Osborn, M. (2011). Interpretative phenomenological analysis and embodied, active, situated cognition. *Theory & Psychology, 21*(3), 318-337. doi: 10.1177/0959354310377544

- LaRocco, S. (2007). A grounded theory study of socializing men into nursing. *The Journal of Men's Studies*, 15(2), 120-129. doi: 10.3149/jms.1502.120
- Laschinger, H. K. S. (2012). Job and career satisfaction and turnover intentions of newly graduated nurses. *Journal of Nursing Management*, 20(4), 472-484. doi: 10.1111/j.1365-2834.2011.01293.x
- Laschinger, H. K. S., Borgogni, L., Consiglio, C., & Read, E. (2015). The effects of authentic leadership, six areas of worklife, and occupational coping self-efficacy on new graduate nurses' burnout and mental health: A cross-sectional study. *International Journal of Nursing Studies*, 52(6), 1080.
- Laschinger, H. K. S., Grau, A., Finegan, J., & Wilk, P. (2010). New graduate nurses' experiences of bullying and burnout in hospital settings. *Journal of Advanced Nursing*, 66(12), 2732-2742. doi: 10.1111/j.1365-2648.2010.05420.x
- Lavery, J. F., & Patrick, K. (2007). Burnout in nursing. *Australian Journal of Advanced Nursing*, 24(3), 43-48.
- Lee, Y. J., Bernstein, K., Lee, M., & Nokes, K. M. (2014). Bullying in the nursing workplace: Applying evidence using a conceptual framework. *Nursing Economic*, 32(5), 255.
- Leedy, P. D., & Ormrod, J. E. (2013). *Planning and design* (10th ed.). Sydney: Pearson.
- LeVasseur, J. J. (2003). The problem of bracketing in phenomenology. *Qualitative Health Research*, 13(3), 408-420.
- Levett-Jones, T., & Lathlean, J. (2008). Belongingness: A prerequisite for nursing students' clinical learning. *Nurse Education in Practice*, 8(2), 103-111. doi: 10.1016/j.nepr.2007.04.003
- Liamputtong, P., & Ezzy, D. (2005). *Qualitative research methods*. South Melbourne: Oxford University Press.
- Loughrey, M. (2008). Just how male are male nurses? *Journal of Clinical Nursing*, 17(10), 1327-1334. doi: 10.1111/j.1365-2702.2007.02250.x
- Lyneham, J., & Levett-Jones, T. (2016). Insights into registered nurses' professional values through the eyes of graduating students. *Nurse Education in Practice*, 17, 86-90. doi: 10.1016/j.nepr.2015.11.002
- Mackintosh, C. (1997). A historical study of men in nursing. *Journal of Advanced Nursing*, 26(2), 232-236. doi: 10.1046/j.1365-2648.1997.1997026232.x
- MacWilliams, B. R., Schmidt, B., & Bleich, M. R. (2013). Men in nursing. *The American Journal of Nursing*, 113(1), 38.
- Madsen, W. C. (2014). Applications of collaborative helping maps: Supporting professional development, supervision and work teams in family-centered practice. *Family Process*, 53(1), 3-21. doi: 10.1111/famp.12048
- Malloy, D., Fahey-McCarthy, E., Murakami, M., Lee, Y., Choi, E., Hirose, E., & Hadjistavropoulos, T. (2015). Finding meaning in the work of nursing: An international study. *Online Journal of Issues in Nursing*, 20(3), 7.

- McKenna, L., & Newton, J. M. (2008). After the graduate year: A phenomenological exploration of how new nurses develop their knowledge and skill over the first 18 months following graduation. *Australian Journal of Advanced Nursing*, 25(4), 9-15.
- McKinlay, A., Cowan, S., McVittie, C., & Ion, R. (2010). Student nurses' gender-based accounts of men in nursing. *Procedia Social and Behavioural Sciences*, 5, 345-349. doi: 10.1016/j.sbspro.2010.04.102
- McLaughlin, K., Moutray, M., & Moore, C. (2009). Career motivation in nursing students and the perceived influence of significant others. *Journal of Advanced Nursing*, 66(2), 404-412. doi: 10.1111/j.1365-2648.2009.05147.x
- McLaughlin, K., Muldoon, O., & Moutray, M. (2010). Gender, gender roles and completion of nursing education: A longitudinal study. *Nurse Education Today*, 30(4), 303-307. doi: 10.1016/j.nedt.2009.08.005
- McMurry, T. B. (2011). The image of male nurses and nursing leadership mobility. *Nursing Forum*, 46(1), 22-28. doi: 10.1111/j.1744-6198.2010.00206.x
- Meadus, R. J., & Twomey, J. C. (2007). Men in nursing: Making the right choice. *The Canadian Nurse*, 103(2), 13.
- Meadus, R. J., & Twomey, J. C. (2011). Men student nurses: The nursing education experience. *Nursing Forum*, 46(4), 269-279. doi: 10.1111/j.1744-6198.2011.00239.x
- Miller, M. J. (2002). A longitudinal examination of a three-letter holland code. *Journal of Employment Counseling*, 39(1), 43-48. doi: 10.1002/j.2161-1920.2002.tb00507.x
- Missen, K., McKenna, L., & Beauchamp, A. (2014). Satisfaction of newly graduated nurses enrolled in transition-to-practice programmes in their first year of employment: A systematic review. *Journal of Advanced Nursing*, 70(11), 2419-2433. doi: 10.1111/jan.12464
- Mooney, M. (2007). Facing registration: The expectations and the unexpected. *Nurse Education Today*, 27(8), 840-847. doi: 10.1016/j.nedt.2006.11.003
- Mooney, M., Glacken, M., & O'Brien, F. (2008). Choosing nursing as a career: A qualitative study. *Nurse Education Today*, 28(3), 385-392. doi: 10.1016/j.nedt.2007.07.006
- Moore, C. (2006). The transition from student to qualified nurse: A military perspective. *British Journal of Nursing*, 15(10), 540.
- Moore, G. A., & Dienemann, J. A. (2014). Job satisfaction and career development of men in nursing. *Journal of Nursing Education and Practice*, 4(3), 86.
- Moore, P., & Cagle, C. S. (2012). The lived experience of new nurses: Importance of the clinical preceptor. *The Journal of Continuing Education in Nursing*, 43(12), 555. doi: 10.3928/00220124-20120904-29
- Moran, D. (2000). *Introduction to phenomenology*. New York: Routledge.
- Morrisette, P., & Doty-Sweetnam, K. (2010). Safeguarding student well-being: Establishing a respectful learning environment in undergraduate psychiatric/mental health education: Safeguarding. *Journal of Psychiatric & Mental Health Nursing*, 17(6), 519-527. doi: 10.1111/j.1365-2850.2010.01551.x

- Muldoon, O., & Reilly, J. (2003). Career choice in nursing students: Gendered constructs as psychological barriers. *Journal of Advanced Nursing*, 43(1), 93-100. doi: 10.1046/j.1365-2648.2003.02676.x
- Murphy, L. G. (2012). Authentic leadership: Becoming and remaining an authentic nurse leader. *Journal of Nursing Administration*, 42(11), 507-512. doi: 10.1097/NNA.0b013e3182714460
- Myers, G., Côté-Arsenault, D., Worrall, P., Rolland, R., Deppoliti, D., Duxbury, E., . . . Sellers, K. (2016). A cross-hospital exploration of nurses' experiences with horizontal violence. *Journal of Nursing Management*, 24(5), 624-633. doi: 10.1111/jonm.12365
- Nauta, M. (2012). Are RIASEC interests traits? Evidence based on self–other agreement. *Journal of Career Assessment*, 20(4), 426-439.
- Newton, J., Henderson, A., Jolly, B., & Greaves, J. (2015). A contemporary examination of workplace learning culture: An ethnomethodology study. *Nurse Education Today*, 35(1), 91-96. doi: 10.1016/j.nedt.2014.07.001
- Newton, J. M., & McKenna, L. (2007). The transitional journey through the graduate year: A focus group study. *International Journal of Nursing Studies*, 44(7), 1231-1237. doi: 10.1016/j.ijnurstu.2006.05.017
- NHMRC. ( 2015). *National statement on ethical conduct in human research 2007 (Updated May 2015)*. Canberra: National Health and Medical Research Council.
- Nilsson, K., Satterlund Larsson, U. (2005). Conceptions of gender: A study of female and male head nurses' statements. *Journal of Nursing Management*, 13(2), 179-186. doi: 10.1111/j.1365-2934.2004.00504.x
- Numminen, O., Leino-Kilpi, H., Isoaho, H., & Meretoja, R. (2015). Newly graduated nurses' competence and individual and organizational factors: A multivariate analysis. *Journal of Nursing Scholarship*, 47(5), 446-457. doi: 10.1111/jnu.12153
- Nursing and Midwifery Board of Australia (NMBA). (2017). *Nurse and midwife registrant data report period: 1 April 2017 - June 2017*. Retrieved from [www.nursingmidwiferyboard.gov.au/About/statistics.aspx](http://www.nursingmidwiferyboard.gov.au/About/statistics.aspx).
- O'Brien, F., Mooney, M., & Glacken, M. (2008). Impressions of nursing before exposure to the field. *Journal of Clinical Nursing*, 17(14), 1843-1850. doi: 10.1111/j.1365-2702.2007.02214.x
- O'Connor, T. (2015). Men choosing nursing: Negotiating a masculine identity in a feminine world. *The Journal of Men's Studies*, 23(2), 194-211. doi: 10.1177/1060826515582519
- O'Donoghue, T. A. (2007). *Planning your qualitative research project: An introduction to interpretivist research in education*. London: Routledge.
- O'Lynn, C. (2004). Gender-based barriers for male students in nursing education programs: Prevalence and perceived importance. *Journal of Nursing Education*, 43(5), 229.
- O'Lynn, C. (2013). *A man's guide to a nursing career*. New York: Springer.

- O'Lynn, C., & Krautscheid, L. (2014). Evaluating the effects of intimate touch instruction: Facilitating professional and respectful touch by male nursing students. *The Journal of Nursing Education*, 53(3), 126.
- O'Lynn, C., & Tranbarger, R. E. (2007). *Men in nursing: History, challenges, and opportunities*. New York: Springer.
- O'Shea, M., & Kelly, B. (2007). The lived experiences of newly qualified nurses on clinical placement during the first six months following registration in the Republic of Ireland. *Journal of Clinical Nursing*, 16(8), 1534-1542. doi: 10.1111/j.1365-2702.2006.01794.x
- Odland, L., Sneltvedt, T., & Sörlie, V. (2014). Responsible but unprepared: Experiences of newly educated nurses in hospital care. *Nurse Education in Practice*, 14(5), 538-543. doi: 10.1016/j.nepr.2014.05.005
- Oermann, M. H., & Heinrich, K. (2005). *Annual review of nursing education* (Vol. 3). New York, N.Y: Springer.
- Ohler, D. L., & Levinson, E. M. (2012). Using Holland's theory in employment counseling: Focus on service occupations. *Journal of Employment Counseling*, 49(4), 148.
- Orbe, M. P. (1998). An outsider within perspective to organizational communication: Explicating the communicative practices of co-cultural group members. *Management Communication Quarterly*, 12(2), 230-279. doi: 10.1177/0893318998122003
- Park, M., & Jones, C. B. (2010). A retention strategy for newly graduated nurses: An integrative review of orientation programs. *Journal for Nurses in Staff Development*, 26(4), 142-149. doi: 10.1097/NND.0b013e31819aa130
- Parker, V., Giles, M., Lantry, G., & McMillan, M. (2014). New graduate nurses' experiences in their first year of practice. *Nurse Education Today*, 34(1), 150-156. doi:10.1016/j.nedt.2012.07.003
- Patton, M. Q. (2002). *Qualitative research & evaluation methods* (3rd ed.). Thousand Oaks, CA: SAGE.
- Penprase, B., Oakley, B., Ternes, R., & Driscoll, D. (2015). Do higher dispositions for empathy predispose males toward careers in nursing? A descriptive correlational design. *Nursing Forum*, 50(1), 1-8. doi: 10.1111/nuf.12058
- Pfaff, K., Baxter, P., Jack, S., & Ploeg, J. (2014). An integrative review of the factors influencing new graduate nurse engagement in interprofessional collaboration. *Journal of Advanced Nursing*, 70(1), 4-20. doi: 10.1111/jan.12195
- Phillips, C., Esterman, A., & Kenny, A. (2015). The theory of organisational socialisation and its potential for improving transition experiences for new graduate nurses. *Nurse Education Today*, 35(1), 118-124. doi: 10.1016/j.nedt.2014.07.011
- Phillips, C., Kenny, A., Esterman, A., & Smith, C. (2014). A secondary data analysis examining the needs of graduate nurses in their transition to a new role. *Nurse Education in Practice*, 14(2), 106. doi: 10.1016/j.nepr.2013.07.007

- Pietkiewicz, I., & Smith, J. A. (2012). A practical guide to using interpretative phenomenological analysis in qualitative research psychology. *Czasopismo Psychologiczne, 18*(2), 361-369.
- Polit, D., & Beck, C. (2008). *Nursing research: Generating and assessing evidence for nursing practice*. Philadelphia: Wolters Kluwer Health/Lippincott Williams & Wilkins.
- Polit, D., & Beck, C. (2010). Generalization in quantitative and qualitative research: Myths and strategies. *International Journal of Nursing Studies, 47*(11), 1451-1458. doi: 10.1016/j.ijnurstu.2010.06.004
- Price, S. L., McGillis Hall, L., Angus, J. E., & Peter, E. (2013). Choosing nursing as a career: A narrative analysis of millennial nurses' career choice of virtue. *Nursing Inquiry, 20*(4), 305-316. doi: 10.1111/nin.12027
- Pringle, J., Drummond, J., McLafferty, E., & Hendry, C. (2011). Interpretative phenomenological analysis: A discussion and critique. *Nurse Researcher, 18*(3), 20-24.
- Pullen, A., & Simpson, R. (2009). Managing difference in feminized work: Men, otherness and social practice. *Human Relations, 62*(4), 561-587. doi: 10.1177/0018726708101989
- Punch, K. F. (2006). *Developing effective research proposals*. London: SAGE.
- Raines, D. A. (2010). What attracts second degree students to a career in nursing? *Online Journal of Issues in Nursing, 16*(1), E1. doi: 10.3912/OJIN.Vol16No01PPT03
- Rajacich, D., Kane, D., Williston, C., & Cameron, S. (2013). If they do call you a nurse, it is always a "male nurse": Experiences of men in the nursing profession. *Nursing Forum, 48*(1), 71-80. doi: 10.1111/nuf.12008
- Rambur, B., Palumbo, M. V., McIntosh, B., Cohen, J., & Naud, S. (2011). EXTRA Young adults' perception of an ideal career: Does gender matter? *Nursing Management (Springhouse), 42*(4), 19-24. doi: 10.1097/01.NUMA.0000395265.82233.10
- Regan, S., Wong, C., Laschinger, H., Cummings, G., Leiter, M., MacPhee, M., . . . Read, E. (2017). Starting out: Qualitative perspectives of new graduate nurses and nurse leaders on transition to practice. *Journal of Nursing Management, 25*(4), 246-255. doi: 10.1111/jonm.12456
- Reiners, G. (2012). Understanding the differences between Husserl's (descriptive) and Heidegger's (interpretive) phenomenological research. *Journal of Nursing and Care, 1*(5), 119. doi: 10.4172/2167-1168.1000119
- Rittenmeyer, L., Huffman, D., Hopp, L., & Block, M. (2013). A comprehensive systematic review on the experience of lateral/horizontal violence in the profession of nursing. *JBIR Database of Systematic Reviews and Implementation Reports, 11*(11), 362-468. doi: 10.11124/jbisrir-2013-1017
- Roberts, S. J. (2015). Lateral violence in nursing: A review of the past three decades. *Nursing Science Quarterly, 28*(1), 36-41. doi: 10.1177/0894318414558614
- Roberts, S., Demarco, R., & Griffin, M. (2009). The effect of oppressed group behaviours on the culture of the nursing workplace: A review of the evidence and interventions for

change. *Journal of Nursing Management*, 17(3), 288-293. doi: 10.1111/j.1365-2834.2008.00959.x

- Roche, M., Duffield, C., Aisbett, C., Diers, D., & Stasa, H. (2012). Nursing work directions in Australia: Does evidence drive the policy? *Collegian*, 19(4), 231.
- Rochlen, A. B., Good, G. E., & Carver, T. A. (2009). Predictors of gender-related barriers, work, and life satisfaction among men in nursing. *Psychology of Men & Masculinity*, 10(1), 44-56. doi: 10.1037/a0013291
- Rodham, K., Fox, F., & Doran, N. (2015). Exploring analytical trustworthiness and the process of reaching consensus in interpretative phenomenological analysis: Lost in transcription. *International Journal of Social Research Methodology*, 18(1), 59-71. doi: 10.1080/13645579.2013.852368
- Rolfe, G. (2015). Foundations for a human science of nursing: Gadamer, Laing, and the hermeneutics of caring: Foundations for a human science of nursing. *Nursing Philosophy*, 16(3), 141-152. doi: 10.1111/nup.12075
- Ross, S. (2014). A conceptual model for understanding the process of self-leadership development and action-steps to promote personal leadership development. *Journal of Management Development*, 33(4), 299-323. doi: 10.1108/JMD-11-2012-0147
- Roth, J. E., & Coleman, C. L. (2008). Perceived and real barriers for men entering nursing: Implications for gender diversity. *Journal of Cultural Diversity*, 15(3), 148.
- Ryan-Nicholls, K. D., & Will, C. I. (2009). Rigour in qualitative research: Mechanisms for control. *Nurse Researcher*, 16(3), 70.
- Saksvik, I., & Hetland, H. (2011). The role of personality in stress perception across different vocational types. *Journal of Employment Counseling*, 48(1), 3.
- Sauer, P. (2012). Do nurses eat their young? Truth and consequences. *Journal of Emergency Nursing: (JEN)*, 38(1), 43-46. doi: 10.1016/j.jen.2011.08.012
- Scott, E., Engelke, M., & Swanson, M. (2008). New graduate nurse transitioning: Necessary or nice? *Applied Nursing Research*, 21(2), 75-83. doi: 10.1016/j.apnr.2006.12.002
- Sherrod, D., Rasch, R., & Brad, S. (2005). Men at work: Forget gender stereotypes nursing needs more men in the workforce, and it needs them now. *Nursing Management*, 36(10), 46.
- Shinebourne, P., & Smith, J. (2011). 'It is Just Habitual': An interpretative phenomenological analysis of the experience of long-term recovery from addiction. *International Journal of Mental Health and Addiction*, 9(3), 282-295. doi: 10.1007/s11469-010-9286-1
- Silverman, D. (2011). *Interpreting qualitative data: A guide to the principles of qualitative research* (Vol. Fourth Edition.). Los Angeles: SAGE.
- Simpson, R. (2005). Men in non-traditional occupations: Career entry, career orientation and experience of role strain. *Gender, Work & Organization*, 12(4), 363-380. doi: 10.1111/j.1468-0432.2005.00278.x



- Simpson, R. (2011). Men discussing women and women discussing men: Reflexivity, transformation and gendered practice in the context of nursing care. *Gender, Work & Organization, 18*(4), 377-398. doi: 10.1111/j.1468-0432.2008.00436.x
- Simpson, R. (2014). Doing gender differently: Men in caring occupations. In S. Kuma, R. Simpson, & R. Burke (Eds.). *The oxford handbook of gender in organisations* (1<sup>st</sup> ed.). Oxford: Oxford University Press.
- Skinner, V., Madison, J., & Humphries, J. (2012). Job satisfaction of Australian nurses and midwives: A descriptive research study. *Australian Journal of Advanced Nursing, The, 29*(4), 19-27.
- Smith, H., & Smith, M. (2008). *The art of helping others: Being around, being there, being wise*. London: Jessica Kingsley Publishers.
- Smith, J. A. (2011). Evaluating the contribution of interpretative phenomenological analysis. *Health Psychology Review, 5*(1), 9-27. doi: 10.1080/17437199.2010.510659
- Smith, J. A., Flowers, P., & Larkin, M. (2009). *Interpretative phenomenological analysis: Theory, method and research*. London; Los Angeles: SAGE.
- Smith, L. M., Andrusyszyn, M. A., & Laschinger, H. K. S. (2010). Effects of workplace incivility and empowerment on newly-graduated nurses' organizational commitment. *Journal of Nursing Management, 18*(8), 1004-1015. doi: 10.1111/j.1365-2834.2010.01165.x
- Snelgrove, S. (2014). Conducting qualitative longitudinal research using interpretative phenomenological analysis. *Nurse Researcher, 22*(1), 20. doi: 10.7748/nr.22.1.20.e1277
- Snelgrove, S., & Liossi, C. (2013). Living with chronic low back pain: A metasynthesis of qualitative research. *Chronic Illness, 9*(4), 283-301. doi: 10.1177/1742395313476901
- Snyder, K. A. (2011). Insider knowledge and male nurses: How men become registered nurses. *Research in Society and Health Care, 29*, 21-41
- Solbraekke, K., Solvoll, B., & Heggen, K. (2013). Reframing the field of gender and nursing education. *Gender and Education, 25*(5), 640.
- Sorsa, M. A., Kiikkala, I., & Åstedt-Kurki, P. (2015). Bracketing as a skill in conducting unstructured qualitative interviews. *Nurse Researcher, 22*(4), 8-12. doi: 10.7748/nr.22.4.8.e1317
- Sparacino, L. L. (2016). Faculty's role in assisting new graduate nurses' adjustment to practice. *SAGE Open Nursing, 2*. doi: 10.1177/2377960816635182
- Stanley, D. (2012). Celluloid devils: A research study of male nurses in feature films: Celluloid Devils. *Journal of Advanced Nursing, 68*(11), 2526-2537. doi: 10.1111/j.1365-2648.2012.05952.x
- Stanley, D., Beament, T., Falconer, D., Haigh, M., Saunders, R., Stanley, K., Wall, P., & Nielson, S. (2016). The male of the species: A profile of men in nursing. *Journal of Advanced Nursing, 72*(5), 1155-1168. doi: 10.1111/jan.12905

- Stott, A. (2007). Exploring factors affecting attrition of male students from an undergraduate nursing course: A qualitative study. *Nurse Education Today*, 27(4), 325-332. doi: 10.1016/j.nedt.2006.05.013
- Streubert, H. J., & Carpenter, D. R. (1999). *Qualitative research in nursing: Advancing the humanistic imperative*. Philadelphia: Lippincott.
- Suresh, P., Matthews, A., & Coyne, I. (2013). Stress and stressors in the clinical environment: A comparative study of fourth-year student nurses and newly qualified general nurses in Ireland. *Journal of Clinical Nursing*, 22(5-6), 770-779. doi: 10.1111/j.1365-2702.2012.04145.x
- Tannen, D. (1991). *You just don't understand: Women and men in conversation* (1st ed.). London: Virago.
- Tanner, C. A. (2006). Thinking like a nurse: A research-based model of clinical judgment in nursing. *The Journal of Nursing Education*, 45(6), 204.
- Tham, M. T. L., & Gill, F. (2016). What nurses and midwives want: Findings from the national survey on workplace climate and well-being. *Australian Consortium for Research on Employment & Work (ACREW)*, 1-77. Melbourne: Monash Business School, Monash University.
- Thompson, D. N., Hoffman, L. A., Sereika, S. M., Lorenz, H. L., Wolf, G. A., Burns, H. K., . . . Ramanujam, R. (2011). A relational leadership perspective on unit-level safety climate. *Journal of Nursing Administration*, 41(11), 479-487. doi: 10.1097/NNA.0b013e3182346e31
- Tracey, C., & Nicholl, H. (2007). The multifaceted influence of gender in career progress in nursing. *Journal of Nursing Management*, 15(7), 677-682. doi: 10.1111/j.1365-2934.2006.00677.x
- Trautrim, A., Grant, D., Cunliffe, A. L., & Wong, C. (2012). Using the "documentary method" to analyse qualitative data in logistics research. *International Journal of Physical Distribution & Logistics Management*, 42(8/9), 828-842. doi: 10.1108/09600031211269776
- Traynor, M., & Buus, N. (2016). Professional identity in nursing: UK students' explanations for poor standards of care. *Social Science & Medicine (1982)*, 166, 186-194. doi: 10.1016/j.socscimed.2016.08.024
- Tufford, L., & Newman, P. (2012). Bracketing in qualitative research. *Qualitative Social Work*, 11(1), 80-96. doi: 10.1177/1473325010368316
- Turner, S. L., Conkel, J., Starkey, M. T., & Landgraf, R. (2010). Relationships among middle-school adolescents' vocational skills, motivational approaches, and interests. *Career Development Quarterly*, 59(2), 154.
- Twomey, J. C., & Meadus, R. J. (2008). Despite the barriers men nurses are satisfied with career choices. *Canadian Journal of Career Development*, 7(1), 30-34.
- Ulrich, B., Krozek, C., Early, S., Ashlock, C. H., Africa, L. M., & Carman, M. L. (2010). Improving retention, confidence, and competence of new graduate nurses: Results from a 10-year longitudinal database. *Nursing Economic*, 28(6), 363.

- VanScoy, A., & Evenstad, S. B. (2015). Interpretative phenomenological analysis for LIS research. *Journal of Documentation*, 71(2), 338-357. doi: 10.1108/JD-09-2013-0118
- Vessey, J. A., DeMarco, R. F., Gaffney, D. A., & Budin, W. C. (2009). Bullying of staff registered nurses in the workplace: A preliminary study for developing personal and organizational strategies for the transformation of hostile to healthy workplace environments. *Journal of Professional Nursing*, 25(5), 299-306. doi: 10.1016/j.profnurs.2009.01.022
- Vicary, S., Young, A., & Hicks, S. (2016). A reflective journal as learning process and contribution to quality and validity in interpretative phenomenological analysis. *Qualitative Social Work*, 1473325016635244.
- Voldbjerg, S. L., Grønkjær, M., Wiechula, R., & Sørensen, E. E. (2017). Newly graduated nurses' use of knowledge sources in clinical decision-making: an ethnographic study. *Journal of Clinical Nursing*, 26(9-10), 1313-1327. doi: 10.1111/jocn.13628
- Wagstaff, C., & Williams, B. (2014). Specific design features of an interpretative phenomenological analysis study. *Nurse Researcher*, 21(3), 8.
- Walker, A., & Costa, B. M. (2017). Transition into the workplace: comparing health graduates' and organisational perspectives. *Contemporary Nurse*, 53(1), 1-12. doi: 10.1080/10376178.2016.1254050
- Walker, A., Earl, C., Costa, B., & Cuddihy, L. (2013). Graduate nurses' transition and integration into the workplace: A qualitative comparison of graduate nurses' and nurse unit managers' perspectives. *Nurse Education Today*, 33(3), 291.
- Wang, H., Sui, Y., Luthans, F., Wang, D., & Wu, Y. (2014). Impact of authentic leadership on performance: Role of followers' positive psychological capital and relational processes. *Journal of Organizational Behavior*, 35(1), 5-21. doi: 10.1002/job.1850
- Wangenstein, S., Johansson, I. S., & Nordström, G. (2008). The first year as a graduate nurse - an experience of growth and development. *Journal of Clinical Nursing*, 17(14), 1877-1885. doi: 10.1111/j.1365-2702.2007.02229.x
- Watson, J. (1988). Human caring as a moral context for nursing education. *Nursing & Healthcare*, 9(8), 422.
- Weaver, K. B. (2013). The effects of horizontal violence and bullying on new nurse retention. *Journal for Nurses in Professional Development* 29(3), 138.
- Whitlock, M., & Leonard, L. (2003). Stepping outside the stereotype. A pilot study of the motivations and experiences of males in the nursing profession. *Journal of Nursing Management*, 11(4), 242-249. doi: 10.1046/j.1365-2834.2003.00379.x
- WHO. (2013). *Nursing and midwifery progress report 2008-2012*. Geneva: World Health Organisation. Retrieved from [http://www.who.int/hrh/nursing\\_midwifery/NursingMidwiferyProgressReport.pdf](http://www.who.int/hrh/nursing_midwifery/NursingMidwiferyProgressReport.pdf).
- Wiedenbach, E. (1963). The helping art of nursing. *The American Journal of Nursing*, 63(11), 54-57. doi: 10.2307/3453018
- Wiedenbach, E. (1970). Nurses' wisdom in nursing theory. *American Journal of Nursing*, 70(5), 1057-1062.

- Wilkes, L., Cowin, L., & Johnson, M. (2015). The reasons students choose to undertake a nursing degree. *Collegian*, 22(3), 259-265. doi: 10.1016/j.colegn.2014.01.003
- Williams, C. L. (2015). Crossing over: Interdisciplinary research on “men who do women’s work”. *Sex Roles*, 72(7), 390-395. doi: 10.1007/s11199-015-0477-x
- Williams, R. (2009). 'Having a laugh': Masculinities, health and humour. *Nursing Inquiry*, 16(1), 74-81. doi: 10.1111/j.1440-1800.2009.00437.x
- Wilson, G. (2005). The experience of males entering nursing: A phenomenological analysis of professionally enhancing factors and barriers. *Contemporary Nurse*, 20(2), 221-233. doi: 10.5172/conu.20.2.221
- Wingfield, A. H. (2009). Racilizing the glass escalator: Reconsidering men's experiences with women's work. *Gender and Society*, 23(1), 5-26. doi: 10.1177/0891243208323054
- Wisker, G. (2013). Articulate – academic writing, refereeing editing and publishing our work in learning, teaching and educational development. *Innovations in Education and Teaching International*, 50(4), 344-356. doi: 10.1080/14703297.2013.839337
- Wolff, A. C., Regan, S., Pesut, B., & Black, J. (2010). Ready for what? An exploration of the meaning of new graduate nurses' readiness for practice. *International Journal of Nursing Education Scholarship*, 7(1), 7-15. doi: 10.2202/1548-923X.1827
- Wong, C. A., & Laschinger, H. K. S. (2013). Authentic leadership, performance, and job satisfaction: the mediating role of empowerment. *Journal of Advanced Nursing*, 69(4), 947-959. doi: 10.1111/j.1365-2648.2012.06089.x
- Wu, L. T., Low, M. M. J., Tan, K. K., Lopez, V., & Liaw, S. Y. (2015). Why not nursing? A systematic review of factors influencing career choice among healthcare students. *International Nursing Review*, 62(4), 547-562. doi: 10.1111/inr.12220
- Xu, Y. (2008). Men in nursing: Origin, career path, and benefits to nursing as a profession. *Home Health Care Management & Practice*, 21(1), 72-73. doi: 10.1177/1084822308321613
- Zahourek, R. P. (2016). Men in nursing: Intention, intentionality, caring, and healing: Emphasis on the results of a grounded theory study. *Holistic Nursing Practice*, 30(5), 247-256. doi: 10.1097/HNP.0000000000000162
- Zamanzadeh, V., Azadi, A., Valizadeh, L., Keogh, B., Monadi, M., & Negarandeh, R. (2013). Choosing and remaining in nursing: Iranian male nurses' perspectives. *Contemporary Nurse*, 45(2), 220-227. doi: 10.5172/conu.2013.45.2.220
- Zanskas, S., & Strohmer, D. C. (2011). The work environment of the private-for-profit rehabilitation counselor. *Journal of Rehabilitation*, 77(4), 13.
- Zarshenas, L., Sharif, F., Molazem, Z., Khayyer, M., Zare, N., & Ebadi, A. (2014). Professional socialization in nursing: A qualitative content analysis. *Iranian Journal of Nursing and Midwifery Research*, 19(4), 432.
- Zhang, L., Sun, D.-m., Li, C.-b., & Tao, M.-f. (2016). Influencing factors for sleep quality among shift-working nurses: A cross-sectional study in China using 3-factor Pittsburgh Sleep Quality Index. *Asian Nursing Research*, 10(4), 277-282. doi: 10.1016/j.anr.2016.09.002

Zuriguél-Pérez, E., Lluch-Canut, M. T., Falcó-Pegueroles, A., Puig-Llobet, M., Moreno Arroyo, C., & Roldán Merino, J. (2015). Critical thinking in nursing: Scoping review of the literature. *International Journal of Nursing Practice*, 21(6), 820-830. doi: 10.1111/ijn.12347