



## CONCEPT ANALYSIS: RESISTANCE IN NURSING

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### ABSTRACT

*Resistance is a word that commonly used by some disciplines and has board meaning sometimes most debated by some people, Resistance in the workplace, by nurses, has not been extensively studied (Timmons, 2003). The aim of this paper is to expand the understanding of the concept of resistance in Nursing. The authors intent to clarify the defining attributes of resistance and identify antecedents that influence the perception of resistance and the possible consequences of resistance by using Walker and Avant (2005) concept analysis. A model case demonstrates how resistance is tied to these critical attributes. A borderline case and a contrary case are presented to differentiate the concept of resistance from other concepts to the nursing field. Empirical referents demonstrate the current perspective of the concept of resistance particularly in nursing.*

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**KEYWORDS:** Resistance and Nursing.

### INTRODUCTION

Concept analysis is thus merely a phase of the concept development process. It makes existing concepts explicit objects of reflection, and this is especially important where theories are borrowed and modified. The process of concept analysis investigates a concept in a systematic and logical manner in order to create more clarity on the constructed definition (Walker and Avant, 1995). Nursing, as a discipline that is striving towards evidenced-based practice, has to establish a foundation for clear concepts and theories to positively impact on clinical practice through extensive interrogation of foreign concepts (Wang, 2004).

Resistance is terms that rarely used in nursing field but frequently adopted by nurses in clinical practice and commonly used in several other disciplines. Examining the structure and function of resistance in nursing is the purpose of the concept analysis, resistance in nursing contain within themselves the attributes or characteristics that make them unique from other concept. Some studies in nursing field used resistance term such as nurses resisting have tended to focus on nurses' resistance to doctors. As nurses have traditionally had a subordinate position to medicine (though this is complex: see for instance Mackay (1993) and Svensson (1996), resistance to medical power and domination is to be expected. Another resistance that was used in nursing field is about antibiotic resistance that limited in nursing home (Drinka, 2010). Registered nurses have often been perceived as resistant to culture change. Compas *et al.* (2008) have been summarized some reasons for resistance to organizational change in general in nursing homes and best practices.

Thus, we speak of concepts resistance in nursing as containing defining characteristics or attributes that permit us to decide which phenomena match the concept and which do not. Resistance in nursing is mental construction they are our attempts to order our environmental stimuli. Therefore, resistance is represent categories of information that contain defining attributes. Concept analysis is a formal, linguistic exercise to determine those defining attribute. Concept analysis can be useful in refining ambiguous concepts in a theory (Walker and Avant, 2005). The method of concept analysis further deliberated below with several steps;

## RESISTANCE IN NURSING AS CONCEPT

Resistance is a word that contains broad meaning and it had been used by others disciplines. Resistance has value, an interesting term which commonly discussed by some people, sometimes it will be debate by them. Term resistance is used frequently in the research and practitioner literature on organizational change, usually as an explanation for why efforts to introduce large-scale changes in technology, production methods, management practices, or compensation systems fall short of expectations, or fail altogether. Other critics of resistance studies, as these are conducted today, argue that much is lost in the attempt to understand resistance due to a unaffected view of phenomenon (Piderit, 2000; George and Jones, 2001). Resistance has both positive and negative meaning; according to Robert (2006) that resistance is theory about resisting persuasion, which can affect attitude certainty, specially, people who believed that resistance was negative and positive. From that explanation above can be conclude that resistance is:

- a. Have broad meaning sometime make ambiguities.
- b. Commonly discuss in many disciplines and sometimes make debated by some people.
- c. Contradicted meaning (vague)
- d. Rarely found in nursing discipline
- e. This concept encompasses many impacts to society and also toward the environment, which we live. That's way concept of resistance most considered to analyse into the concept of analysis and try to link it into nursing field.

## DETERMINE THE AIMS OR PURPOSES OF ANALYSIS

As we known that resistance is the act or an instance of resisting or the capacity to resist, and force that tends to oppose or retard motion. So the main aim from the resistance is to gain an understanding of the true nature of the concept, a broad search not limited to nursing literature was conducted (Walker and Avant, 2005) and attempt to clarify and examining of concept resistance in term of nursing field. Then developed into operational definition become one concept.

## IDENTIFY ALL USES OF THE CONCEPT OF RESISTANCE

Resistance was used on several disciplines, such as *Psychology, biology, electricity, mathematic, physics, medicine, psychoanalytic, medicine and government, politic and diplomacy and nurse as well*. While other disciplines distinguished resistance based on their own view such us:

- A. Dictionary was defined that resistance is the act or an instance of resisting or the capacity to resist. A force that tends to oppose or retard motion. Often resistance an underground organization engaged in a struggle for national liberation in a country under military or totalitarian occupation (Farlex, TheFreeDictionary. Online).  
*Webster's New World College Dictionary* includes these four definitions of resistance: (a) "The act of resisting, opposing, withstanding, etc.," (b) "Power or capacity to resist," (c) "Opposition of some force to another or others," and (d) "A force that retards, hinders, or opposes motion" The first of these four definitions references resistance as a behavioral outcome, the act of withstanding influences. The other three reference more motivational aspects of resistance, as a power or oppositional force (Knowles Eric and Jaya, 2004).
- B. Psychological resistance is a broad term, with a long and varied history, that refers to a variety of specific events. Resistance is a desire to counteract someone else's attempt to limit one's choices (Brehm, 1966), unwillingness to achieve insight about the real nature of one's thoughts or feelings (Messer, 2002), avoidance of unpleasant or dangerous feelings (Perls *et al.*, 1951), or the feeling of ambivalence about change (Arkowitz, 2002)  
Psychology was defined that *Resistance* is a process in which the ego opposes the conscious recall of anxiety-producing experiences. (Farlax)(TheFreeDictionary. Online).  
The clear core of the definition of resistance is that it is a reaction against change. It becomes evident in the presence of some pressure for change.
- C. Biology defined as the capacity of an organism to defend itself against a disease or the capacity of an organism or a tissue to withstand the effects of a harmful environmental agent.

- D. Electricity describe it is the opposition of a body or substance to current passing through it, resulting in a change of electrical energy into heat or another form of energy. The electrical resistance of an electrical element is the opposition to the passage of an electric current through that element; the inverse quantity is electrical conductance, the ease at which an electric current passes. Electrical resistance shares some conceptual parallels with the mechanical notion of friction. The SI unit of electrical resistance is the ohm ( $\Omega$ ), while electrical conductance is measured in siemens (S). An object of uniform cross section has a resistance proportional to its resistivity and length and inversely proportional to its cross-sectional area. All materials show some resistance, except for superconductors, which have a resistance of zero.

The resistance ( $R$ ) of an object is defined as the ratio of voltage across it ( $V$ ) to current through it ( $I$ ), while the conductance ( $G$ ) is the inverse:

$$R = \frac{V}{I}, \quad G = \frac{I}{V}$$

For a wide variety of materials and conditions,  $V$  and  $I$  are directly proportional to each other, and therefore  $R$  and  $G$  are constant (although they can depend on other factors like temperature or strain). This proportionality is called Ohm's law, and materials that satisfy it are called "Ohmic" materials. In other cases, such as a diode or battery,  $V$  and  $I$  are *not* directly proportional, or in other words the  $I$ - $V$  curve is not a straight line through the origin, and Ohm's law does not hold. In this case, resistance and conductance are less useful concepts, and more difficult to define. The ratio  $V/I$  is sometimes still useful, and is referred to as a "chordal resistance" or "static resistance", [Forbes Brown \(2006\)](#) & [Kenneth Kaiser \(2004\)](#). As it corresponds to the inverse slope of a chord between the origin and an  $I$ - $V$  curve. In other situations, the derivative  $\frac{dV}{dI}$  may be most useful; this is called the "differential resistance" Forbes T.

- E. Physics / General Physics said resistance is any force that tends to retard or oppose motion *air resistance wind resistance*.

In physics, resistance is defined as the ability of a substance to prevent or resist the flow of electrical current. A substance resists electrical current because of a collision between electrons and atoms, which slows the electrons down and converts some of their energy to heat energy. In some cases, the energy is also converted into light. Some substances resist electrical current more than others. For example, copper resists less than plastic, which means electricity flows more readily through copper, a good conductor, than it does through plastic. Likewise, copper resists less than glass, which is considered an insulator.

Physics equations typically use letters and symbols to express resistance; usually the letter symbol used is  $R$ . An equation used in measuring resistance is  $R = V / I$ . In this equation,  $V$  equals the potential difference of the object (volts), and  $I$  is the current that flows through the object (amperes). When it comes to conductive wires, their length and thickness impacts their electrical resistance. For example, a thick wire allows electrical current to flow more readily. This is due to the amount of electrons contained in a cross-section of the wire. Thicker wires have a higher number of free electrons to transport electrical current. On the other hand, long wires resist current more, as they contain more free atoms that block the way of the free electrons'. ([Wisee Geek, 2012](#)).

1. Electrical resistance, a measure of the degree to which an object opposes an electric current through it
2. Friction,
3. Drag (physics) ("air resistance"), fluid or gas forces opposing motion and flow
4. Geological resistance, a measure of how well minerals resist erosive factors
5. Hydraulic conductivity, the ease with which water can move through pore spaces or fractures in soil or rock
6. Thermal resistance, a measure of difficulty of heat transfer through a substance
7. Thermal conductivity, how well heat is conducted through a substance
8. Thermal resistance in electronics, heat considerations in electronics design
9. In materials science, the term is sometimes used for hardness

- F. *Psychoanalytical* theory interpreted that resistance is the tendency of a person to prevent the translation of repressed thoughts and ideas from the unconscious to the conscious and especially to resist the analyst's attempt to bring this about. Psychological resistance is the phenomenon often encountered in clinical practice in which patients either directly or indirectly opposes changing their behavior or refuses to discuss, remember, or think about presumably clinically relevant experiences. Freud viewed all five categories of resistance as requiring more than just intellectual insight or understanding to overcome. Instead he favoured a slow process of working through. Resistance is an automatic and unconscious process. According to Van Denburg and Kiesler, it can be either for a certain period of time (state resistance) but it can also be a manifestation of more longstanding traits or character (trait resistance). In psychotherapy, state resistance can occur at a certain moment, when an anxiety provoking experience is triggered. Trait resistance, on the other hand, occurs repeatedly during sessions and interferes with the task of therapy. The client shows a pattern of off-task behaviors that makes the therapist experience some level of negative emotion and cognition against the client. Therefore the maladaptive pattern of interpersonal behavior and the therapist's response interfere with the task or process of therapy. This 'state resistance' is cumulative during sessions and its development can best be prevented by empathic interventions on the therapist's part. [Van Denburg and Kiesler \(2002\)](#).
- G. Government, Politics & Diplomacy define resistance to a government, law, etc., made without violence, as by fasting, demonstrating peacefully, or refusing to cooperate.
1. Passive resistance - peaceful resistance to a government by fasting or refusing to cooperate
  2. Nonviolence, nonviolent resistance
  3. Direct action - a protest action by labour or minority groups to obtain their demands
  4. Hunger strike - a voluntary fast undertaken as a means of protest
  5. Satyagraha - the form of nonviolent resistance initiated in India by Mahatma Gandhi in order to oppose British rule and to hasten political reforms.
  6. Resistance movement, a group trying to thwart foreign occupation. Draft resistance, organized or personal opposition to military conscription.
  7. Resistance (military) is the ability of an organized force to stand on the defensive. Farlex TheFreeDictionary (online).
- H. Medicine, resistance is the condition in which an organism can resist disease (immunity). Antibiotic resistance, use for bacteria resistant to antibiotics.
1. Antibiotic resistance is a type of drug resistance where a microorganism is able to survive exposure to an antibiotic. While a spontaneous or induced genetic mutation in bacteria may confer resistance to antimicrobial drugs, genes that confer resistance can be transferred between bacteria in a horizontal fashion by conjugation, transduction, or transformation. Thus, a gene for antibiotic resistance that evolves via natural selection may be shared. Evolutionary stress such as exposure to antibiotics then selects for the antibiotic resistant trait. Many antibiotic resistance genes reside on plasmids, facilitating their transfer. If a bacterium carries several resistance genes, it is called multidrug resistant (MDR) or, informally, a superbug or super bacterium
  2. Airway resistance, a concept used in respiratory physiology to describe mechanical factors which limit the access of inspired air to the pulmonary alveoli, and thus determine airflow. ([Wikipedia](#)).
  3. In more recent studies, [Manias and Street \(2000\)](#), for instance, show how nurses were able to use policies and protocols as resources in their resistance to medical domination.
  4. [Savage \(1997\)](#) describes how the management of space, and the gestures (or postures) that nurses on a particular (nurse-led) ward used was emblematic of their resistance to medical power.

## DETERMINE THE DEFINING ATTRIBUTES

Determining the defining attributes is the heart of the concepts analysis. The effort is to try to show the cluster of attributes that are the most frequently associated with the concept and that allow the analyst the broadest insight into the concept.

Based on the review of literatures that I have done above, the meaning of the resistances are;

- A. Attempt to impeding and stopping effect exerted by one someone or something
- B. Ability not to be affected by something
- C. Refusal to accept or comply with something or someone.

## IDENTIFY A MODEL CASE

Model case is an example of the use of the concepts that demonstrates all the defining attributes of the concepts.

An example model case which reveal us attributes of resistance compose of;

A chief of nurse on the internist ward applied the role for the nurse practitioners in order to increase the quality of services to the patients, that role request nurses to fully strive on giving better services to the patients, most of nurse practitioners aware that it has good ultimate outcome but it doesn't increase of the nurse welfare, so some of them assumed that it just induced their power without any positive consequences impact to them. Eventually, when the chief of nurse giving them technical directions to the nurses *some of them just keep calm and unresponsive* then in doing the job *most of nurses do not undertake it, they just perform their habitually, they did their task as usual without encumber themselves, they don't need to forced themselves for do the instruction* because they think it just enhance or augment burden for themselves. It is not make them valuable and well being so *most of them avoid it*.

From the case above some statements informed us about attribute of resistance;

- A. *Most of nurses do not undertake it, they just perform their habitually, they did their responsibility without encumber themselves, they don't need to forced themselves for do the instruction* is an attempt to impeding and stopping effect exerted by one someone
- B. *Some of nurses just keep calm and unresponsive till her boss finished this is an ability not to be affected by something*
- C. *Most of nurses avoid it, that's an endeavour refusal or comply with something or someone*

## IDENTIFY ADDITIONAL CASE (BORDERLINE, RELATED, CONTRARY, INVENTED, AND ILLEGITIMATE CASE)

### A. Borderline

Borderline cases are those examples or instances that contain most of the defining attributes of the concept being examined but not all of them. Below is a borderline case of resistance;

When a head or manager in famous firm give some instructions to their volunteers in order to enhance their incorporated among them to support the firm to find a lot of costumers, some of the volunteers undertake it and they do not refused it on that time directly, they just do it as ordinary thing not seriously or intensely because some of them think's that it's unpleasantness and only political interest so most of them usuriously or they do not want to affected by the roles, then eventually the expectation or purpose of the manager doesn't met. Some of the officers do not seriously and intensely to undertake the rules.

From the instance above we can see that the borderline of the resistance is;

1. Some of the volunteers undertake it and they did not refuse it directly but they keep it off and assuming it's not seriously or important things.
2. Some of them think it's unpleasantness and usuriously, it's only political interest so they did not want to affected by the roles
3. The volunteers did it but not seriously and intensely it means they refused gradually.

## B. Related

Related cases are instances of concepts that are related to the concept being studied but that do not contain all the defining attributes. The related cases help us understand how the concept being studied fits into the network of the concepts surrounding it. Below there are 2 related case of resistance;

### 1.Ignore

Do not give attention to someone or something

Joe (A man who has sweetheart) does not give attention to his special girl just because Ayu (Joe sweetie) doesn't want followed the willingness of Joe. It means that Joe disappointed and ignored Ayu who doesn't want to devote with him.

### 2.Abandon

Leave it without some actions or responses.

Since several months ago Joe begin bored to Ayu, just because she doesn't give attention as usual to Joe, she also never asked his conditions, that's way Joe felt lack of attention and assumed something different with Ayu from this case Joe felt inconvenient in he said so lonely, eventually he leaves Ayu. It means the Joe was abandoning Ayu as his girl friend.

## C. Contrary

Contrary cases are often very helpful to analysis because it is often easier to say what something is not than what is. Below is an example of contrary case;

The one who perceived underestimate by his closed friend (Called Donni) at the time even he felt hurt but he doesn't try to explore his feeling to his friend, Donni has not offended him because he think that he does not want to make problem among them and conflict till separated eventually, Donni try to understand his friend feeling and make good relationship, Donni need his friend so he doesn't want to hurt each other. Even he feel sad he doesn't resist the existences of his friendship Donni still feel good to make relationship with him.

The case above informed us contrary case whereas someone perceived unpleasantness and uncomfortable but he can survive and receipt as a trials in maintaining a friendship.

## IDENTIFY ANTECEDENTS AND CONSEQUENCES

### A. Antecedents

Antecedents are those events or incidents that must occur prior to the occurrence of the concept. Thus an antecedent cannot also be a defining attribute for the same concept. Below there are some events that were happened before resistance happen;

#### 1.Change.

Piderit (2000) suggest that resistance may often involve a sense of ambivalence whereby employees, feeling, behaviors and thoughts about the change may not necessarily coincide. Accordingly, she proposes that resistance be viewed as a multidimensional attitude toward change, comprising affective, cognitive, and behavioral component. Piderit (2000) call and defines resistance as a tridimensional (negative) attitude toward change, which include affective, behavioral and cognitive components.

#### 2.Pressure or impose.

Pressure is the ratio of force to the area over which that force is distributed, pressure or impose can force someone or something to follow itself. According to Oreg (2003) people differ from another in their internal inclination to resist or adopt changes. People that are high on dispositional resistance to change, which is conceptualized as a stable personality trait, are less likely to voluntarily incorporate changes into their lives, and when change is imposed upon them they are more likely to experience negative emotional reaction, such as anxiety, anger and fear. So it could be leaved.

#### 3.Unpleasantness.

Thing that is displeasing or offensive, as an experience, event or situation

Oreg (2003) was explaining before that strong component in the definition of the resistance to change personality trait involves individual's emotional predispositions toward changes.

So unpleasantness is personality trait and emotional predispose happened before resistance happened.

#### 4. Uncertainty

Number of studies found that conditions of change precede by uncertainty and perceived pressure, so uncertainty also include as antecedent of resistance (Oreg, 2006)

#### 5. Personality trait

People that are high on dispositional resistance to, which is conceptualized as a stable personality trait, are less likely to voluntarily incorporate changes into their lives, and when change is imposed upon them, they are more likely to experience negative emotional reactions, such as anxiety, anger and fear Oreg (2003). Studies have established the scale's convergent, discriminant, and predictive validities, as well as its internal-consistency and its test-retest reliabilities. Moreover, the scale has been shown to predict specific change related behaviours above and beyond other related personality characteristics, such as tolerance for ambiguity (Budner, 1962), risk-aversion (Slovic, 1972), or sensation-seeking (Zuckerman and Link, 1968).

When considering affect, behaviours and cognition, a particularly strong link has been established between personality and affect (Larsen and Ketelaar, 1991; McCrae and Costa, 1991; Yik *et al.*, 2002). In fact, personality traits have often been considered fundamentally affective in nature (Tellegen, 1985; Watson and Clark, 1997). Indeed, a strong component in the definition of the resistance to change personality trait (Oreg, 2003) involves Individuals' emotional predispositions towards change.

## B. Consequences

Consequences are those events or incidents that occur as a result of the occurrence of the concept, in the other words, the outcomes of the concept. The consequences of the resistances are satisfaction and commitment, losing then gaining a power.

Resistance, in turn, is expected to correlate with a number of work-related consequences, such as job satisfaction and organizational commitment (Schweiger and DeNisi, 1991; Rush *et al.*, 1995).

Although not focusing on the concept of resistance, a number of studies found that conditions of change (e.g., uncertainty, perceived pressure, which are here viewed as potential antecedents of resistance) predict organizational outcomes such as job satisfaction, organizational commitment and intention to leave the organization (Schweiger and DeNisi, 1991; Rush *et al.*, 1995).

Tomala and Petty (2002) Have shown that when participants resisted an argument that they perceived as strong, they became more certain of their attitude, whereas no change in attitude certainty.

Oreg (2006) said that whereas some antecedents have to do with the outcome of the change (e.g., losing or gaining power), others focus on the way in which change is implemented (e.g., the amount of information about the change that is given to employees).

## DEFINE EMPIRICAL REFERENTS

Empirical referents are classes or categories of actual phenomena that by their existence or present demonstrate the occurrence of the concept itself. Resistance example an empirical referent might be rejection or refuse action which happened caused some of consideration by itself so it closely with self-behavior theory. So to measure the resistance of behavior we need; questionnaire, observation form, and interview.

## CONCLUSION

Examining the concept of resistance in nursing provides a greater understanding that importance today's in healthcare system. Based on the definition of resistance which has both positive and negative meaning; it could affect attitude certainty, especially, people who believed that resistance was negative and positive. Nursing as a health care professional which used human as on object most important to consider resistant term into the concept analysis.

Resistance is a valuable term for the future of nursing leadership and should be highly regarded as a new word that could be used in the nursing field to promote and support nursing leaders; a mechanism critical to the future of the nursing profession. Resistance must be recognized and supported by healthcare organizations as a neologism or new word to enrich and retain new terms in nursing perspective.

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