

# Nurses' work experiences following hospital merger: Evidence of structural disempowerment

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## Abstract

In recent years, healthcare organizations in North America have undergone major structural changes. As research indicates negative impacts of mergers on patient outcomes and difficulties for the nursing work group in particular, the present paper aims to answer calls for more research about the long-term effects of major organizational change on nursing professionals' well-being and professional practice. We used an exploratory qualitative research design and interviewed 43 nursing professionals in various roles, ranging from clinical nurses, nurse practitioners, to head nurses and nursing advisors. Drawing on the job demands-resources model and the person-environment fit theory, our data analysis suggests that the merger has led to a global structural disempowerment, with negative consequences for the nursing practice environment and nurse retention.

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