



# A Bibliometric Analysis: Improving Nurse Performance with Flourishing (Literature Review)

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**Abstract. Introduction:** Flourishing is living in a state where all aspects of one's life are good. The Flourishing Measure helps identify the level of development which aims to determine how high the flourishing level of nurses is so that the results of the flourishing level analysis can help improve the performance of nurses. **Aims:** This study is to conduct a literature review on flourishing in improving the performance of nurses. **Methods:** This study uses a literature study approach by screening 283 articles from Google Scholar, Elsevier, Sage, Springer, and Emerald sources based on the inclusion and exclusion criteria set by the researcher. **Results:** Eight articles were used in this review, showing that flourishing helps improve nurse performance. The positive psychology of nurses can help nurses perform better with the influence of the environment and themselves. **Conclusion:** Flourishing owned by nurses can help improve nurses' performance, especially nurses with a high flourishing scale than nurses who have a low flourishing scale.

**Keywords:** Flourishing · Nurse-performance · well-being

## 1 Background

Flourishing or well-being is one component of mental health that can increase job satisfaction, performance, and overall mental health [1]. A psychological characteristic of flourishing has long attracted the attention of researchers. Due to the dependence of Welfare on cultural and social parameters, it isn't easy to propose a precise definition for this concept. According to Frey (2018), flourishing in Western society is defined as a positive emotion associated with optimism. In contrast, in Eastern society, this concept is defined as a state of harmony and peace. Frey considers pride to be the main index associated with happiness in Western countries, whereas this index has been reported to be benevolence and friendliness to others in Eastern societies [2].

Welfare in the concept of Positive Psychology is known as flourishing. Flourishing is a life experience that goes well [3]. Flourishing is a combination of feeling good (good feeling) and functioning effectively. Flourishing is synonymous with a high level of mental flourishing and symbolizes mental health [4]. Positive psychology has an

important role in patient-centered care programs (Enhancing patient well-being. Apply positive psychology in nursing). Psychological capital possessed will affect performance when employees perceive psychological flourishing at work and the ability to control work-family conflicts that occur [5].

Nurses are professionals who stay with patients most of the time, contributing a lot to the better prognosis of patients. Healthcare professionals need to understand the concept of positive psychology to achieve optimal health levels. For married employees, it is essential to balance family life and work because family life can affect the perceived psychological flourishing [6]. Employee happiness is obtained through interactions with essential people in their circle, including family and peers at work.

As a nurse, flourishing can help nurses to be confident in taking quick action to save patients' lives, have hope that all patients will recover, have high optimism for healing patients, and exert full efforts to rise from adversity, such as hospitalized patients who cannot be cured. Recovered [7].

Based on this background, this study aims to analyze the flourishing of nurses' work improvement using the literature review method.

## 2 Methods

This is a literature review research by identifying and evaluating articles that previous researchers and practitioners have produced. There are two stages of this research, the first is to search for and retrieve articles from the Google Scholar, Elsevier, Sage, Springer, and emerald databases with the search or keyword "Flourishing, well-being, nurse performance" between 2017–2022, the second stage is screening articles according to the inclusion and exclusion criteria determined by the researcher. The inclusion criteria are 1) articles published in English and Indonesian; and 2) articles that include abstracts and full text. The exclusion criteria are: 1) articles that do not meet the inclusion criteria; and 2) the same article.

In the Methods section, authors should state the authority which provided ethical approval for the study, along with a statement in regards to the informed consent of participants. The study or clinical trial registration number should be provided, if applicable.

## 3 Results and Discussions

The main focus of this literature review is the effect of the flourishing scale in improving nurse performance. The search results in the first stage were 283 articles with the keyword search "Flourishing, well-being, nurse performance" and the year published between 2017–2022, then the second stage of screening was identified and inclusion and exclusion eligibility criteria were carried out so that the total number of articles that met the requirements for the review are 8 articles shown in Fig. 1 and Table 1.

In 2006, the concept of Positive Psychology was improved into 5 pillars (PERMA), known as flourishing. The five pillars of PERMA as a high level of flourishing is **Positive Emotion**, which is an essential part of well-being, including pleasure, joy, happiness, and others which are part of positive emotions. **Engagement** is to focus on something that is

being done and feel pleasure in full involvement with what is being done. Flow will be felt in this condition in both professional and personal life. **Relationship/Positive Relationship**, everyone needs others and improves their welfare by building solid relationships with family, friends, or neighbors. **Meaning**, life will be best if you can dedicate more to broader things that impact others, not just yourself, to make life more meaningful.

Accomplishments/Achievement, are goals that can be obtained, whether small, medium or large. Prosperity develops when humans can develop better with their goals achieved. If people have these five pillars, then that person's life will feel prosperous [3].

Factors influencing flourishing [8]: First, personality is the strongest and most consistent predictor, especially extraversion and neuroticism. Extroverted personality is strongly associated with positive emotion models, while neurotic personality is associated with negative emotion models. A person with a neurotic personality tends to be anxious, irritable, and depressed, while someone who is extroverted tends to be more social, optimistic, sociable, energetic, expressive, active, assertive, and passionate.

Second, the age of a person who is young and old tends to have high welfare compared to someone who is in middle age, although there is a decrease in welfare in elderly persons. The new findings show that life satisfaction tends to increase with age. Pleasant emotions drop slightly with age, but unpleasant emotions are persistent. At a young age, extreme excitement is high, for example when young people are having fun or laughing with their friends. This kind of joy is indeed a rare find in old age. However, at a young age, a person is also prone to extreme negative emotions which older people rarely experience.

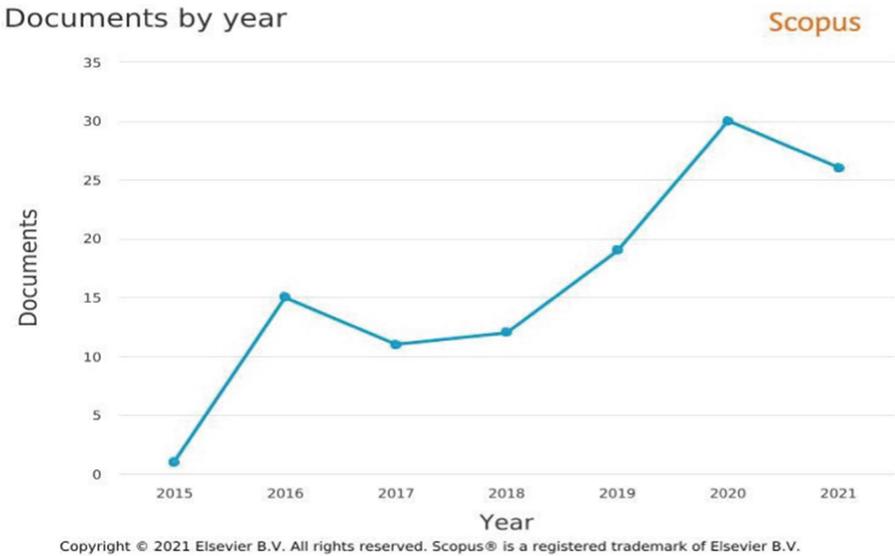
The Third Gender In general, there is a uniqueness that the female gender tends to be more intense in emotional appreciation. When they experience positive emotions, their perception is more positive. Conversely, when they experience negative emotions, generally their appreciation is also more negative [9].

Fourth, one's religiosity significantly contributes to happiness, perhaps because religion gives hope and meaning [9].

The Five Social Lives have a significant correlation to happiness. The quantity and quality of friendship is closely related to social support, and social relations seem to be one of the main foundations of our humanity [10].

The research conducted by Wahyuningsih and Wulansari (2016) "Psychological Capital has a positive and significant impact on Psychological Well-being" is supported. This is based on the result of statistical partial test of psychological capital on psychological well-being with tcount value of  $2,427 \geq$  table 1,985 and with significance level of  $0,017 \leq 0,05$  (12). The results of this study are also supported by previous research stating that psychological capital is positively associated with psychological well-being [5, 12, 13].

Nurses at the inpatient installation of the Ungaran Regional General Hospital always try to think positively in every situation, always have hope to be better at every opportunity and feel optimistic to make it happen, and always try to foster self-confidence to get back up after experiencing failure bad events or circumstances. This will certainly make the nurses in the inpatient installation of the Ungaran Regional General Hospital feel psychologically prosperous on the spot [11].



**Fig. 1.** Documents Research Flourishing from 2015 until 2021

Research results from El-Gazar and Zoromba (2021) show the importance of developing among nurses in enhancing their extra-role behavior. These findings can motivate hospital managers to encourage and improve nurse development and can be achieved by adapting several strategies. One way to do this is to conduct periodic assessments of the nurse's developmental level and provide appropriate interventions. In addition, nurses can be encouraged to monitor their colleagues for signs of psychological tension or burnout and provide them with appropriate coaching and counselling [14]. When nurses have a greater sense of well-being, positive attitudes towards life, and feel supported and respected in their work environment, their nurses' care nurse-patient interaction (CNPI) competence increases [15].

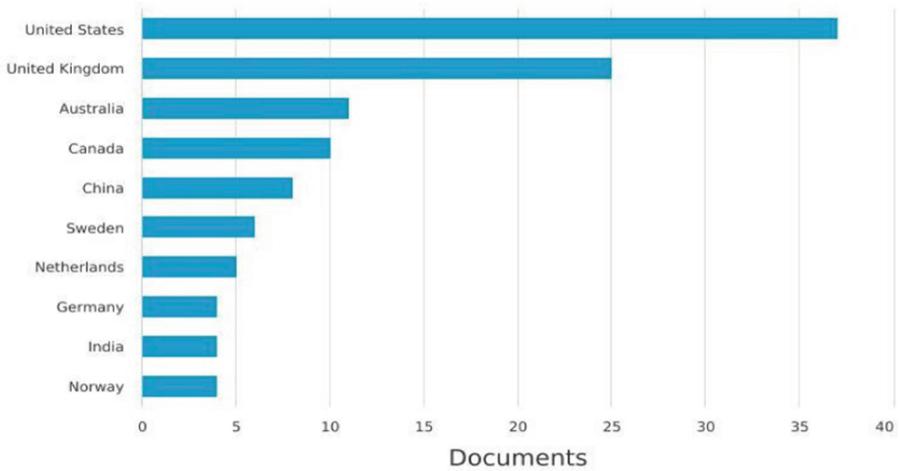
According to the results of this study by Kaabomeir et al. (2021), the subjective flourishing of employees, which is one of the indicators of mental health, is influenced by individual variables such as energy, flourishing, and prosocial motivation [16].

Hoopert defined flourishing as a positive mental state consisting of competence, emotional stability, engagement, meaning, optimism, positive emotions, positive connections, resiliency, self-esteem, and vitality [17]. Job flourishing refers to experiencing positive psychological states at work, which is beneficial to developing one's full potential and achieving one's work objectives (Field, [18]). A high degree of job well-being has been shown to have a favorable effect on nurses' work excitement, efficiency, and job satisfaction, whereas a low level of workplace flourishing is associated with issues such as work-related weariness and higher conflict with patients [19]. In addition, job dissatisfaction is a big reason why nurses leave their positions [20]. Regarding flourishing levels, the current study shows that most nurses had a high level of meaning, health, engagement, happiness, loneliness, accomplishment. Nearly one-third of nurses had a low level of negative emotion. These findings may be related to the high overall

## Documents by country or territory

Scopus

Compare the document counts for up to 15 countries/territories.



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Fig. 2. Document Research Flourishing by Country

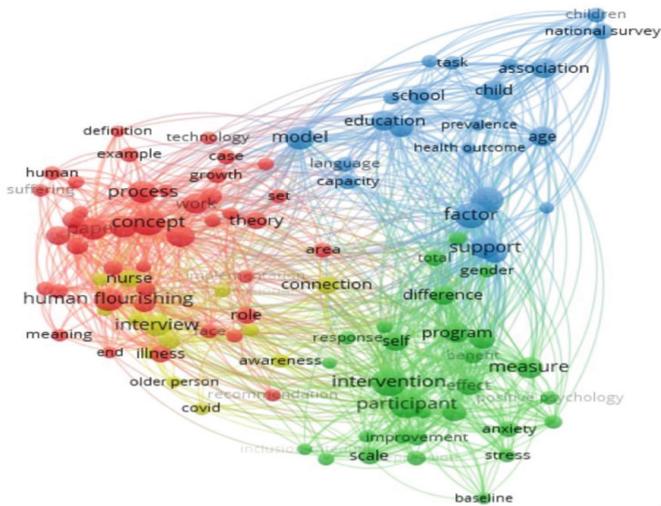


Fig. 3. Network research Flourishing in Nursing



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