
Lived Experiences of Newly Hired Nurses in the Oncology Ward of Selected Hospitals in Manila

Rowena T. Rojas, RN¹, Dr. Joel John A. Dela Merced RN, LPT, FPCHA, FPSQua²

<https://orcid.org/0009-0006-8779-8802>¹

<https://orcid.org/0000-0002-1459-5274>²

St. Bernadette of Lourdes College Inc.^{1,2}

Rtimola@sbic.edu.ph¹, jdelamerced@sbic.edu.ph²

ABSTRACT

This qualitative study was undertaken in selected hospitals in Manila to understand the lived experiences of newly hired nurses in the oncology ward. The study revealed that personal and professional challenges have a huge impact on newly hired nurses. Terminal care stress and lack of clinical skills, workplace interpersonal issues, patient load pressure, and emotional burnout have caused personal and professional pressure on nurses in the oncology ward. Likewise, the terms of the influence of their challenges, their experiences showed that it affects professional growth and resiliency, as well as understanding their roles. Despite the difficulty, the nurses learned to strengthen their confidence, advocate for the patient, and explain the holistic role of nursing. Their coping strategies and support are very important, especially if they have a combination of spiritual and practical coping strategies. The nurses' practical solutions found in the research regarding their lived experiences and challenges are the nurses' professional support and emotional support strategies.

Keywords: Oncology ward, Newly Hired Nurses, Burnout, Challenges, and Strategies

INTRODUCTION

Professionalism, complexity, and precision are characteristics of a nursing career in the healthcare system, particularly in the oncology ward, which requires nurses to exhibit quality and efficient services for the patients who are suffering from cancer. These patients need special care and attention as they have emotional and life-threatening illnesses with prolonged treatment. For instance, nurses who are newly hired have various roles and are expected to be assigned to different departments for professional experience. One of these is the oncology ward, a unit in the hospital responsible for providing treatment and care for patients with cancer.

Statement of the Problem

This research study aimed to determine the experiences of newly hired nurses in the oncology ward of selected hospitals in Manila. Specifically, it sought to answer the following questions:

1. What personal and professional challenges or experiences do newly hired nurses face daily in the oncology ward?
2. How have these challenges or experiences influenced newly hired nurses' perceptions of the nursing profession and as a nurse?
3. What coping strategies or practices do newly hired nurses use when dealing with

physical and emotional demands at work?

4. What practical solutions or support do they think can help newly hired nurses handle these challenges in the oncology ward?

Scope and Delimitations

This study focused on the lived experiences of newly hired nurses in the oncology ward of selected hospitals in Manila. The respondents of the study were eleven (11) selected newly hired nurses. They were selected based on the inclusion and exclusion criteria. The instrument which would be used for collecting data was interview guide, an in-depth interview and recordings to ensure clarity of the data. This instrument would determine the lived experiences of newly hired nurses in the oncology ward of selected hospitals in Manila. The time frame of this study was the academic year 2025-2026.

Review of Related Literatures

The lived experiences of newly hired nurses and their insights were supported to enrich the research content. El-Fatah et al. (2025) reported that burnout and psychological distress are significant concerns among healthcare professionals, particularly pediatric oncology nurses, who face emotional and physical challenges due to their demanding roles. Padagas et. al. (2021), newly hired nurses experience tremendous transitional challenges, their coping mechanisms continuously emerge and develop. According to Alhroub et al. (2022) Nurses working in oncology workplaces face anxiety. It is important to seek nursing administrators' attention to apply proper strategies to decrease the anxiety level among newly hired nurses to help them smoothly fit into a new team to ensure safe patient care.

Theoretical Framework

Schlossberg's Transition Theory (1981). Schlossberg postulated that adaptation was influenced by the interaction of three variables: the individual's perception of the transition, characteristics of the pre-transition and post-transition environments, and characteristics of the individual experiencing the transition.

Watson's Caring Science & Human Caring Theory (2008). This is a philosophical and moral/ethical foundation for professional nursing and part of the central focus for nursing at the disciplinary level; a model of caring includes a call for both art and science.

Conceptual Framework

INPUT	PROCESS	OUTPUT
Challenges encountered Coping Mechanisms Workplace Support	Phenomenological research design Semi-structured interviews Thematic Analysis	Identified challenges and coping strategies Professional and emotional support recommendations Improved nursing support programs

METHODOLOGY

This qualitative research study examined the lived experiences of newly hired nurses in the oncology ward of selected hospitals in Manila, Philippines.

Research Design

This study employed the descriptive phenomenological research design to explore the lived experiences of newly hired nurses in the oncology ward in selected hospitals.

Research Steps

The first step of the study followed a careful consideration of the existing problems in the context of nursing profession under oncology ward, identification of the existing review of related literature. The data was gathered from the respondents and were analyzed through thematic analysis.

Data Collection and Sample Selection

The interview process allotted 15 minutes to respondents to gather their views on the lived experience of newly hired nurses in the oncology ward. The researcher used purposive sampling and selected eleven (11) newly hired nurses in the oncology ward from three (3) selected hospitals in Manila

Data Analysis Methods

This research analyzes the data through Thematic analysis, which was employed to examine interview data.

Research Hypotheses and Validation

The researcher made an interview guide Validated and assisted by the research adviser, research specialist, statistician, and grammarian for further improvement.

Study Limitations and Ethical Considerations

This study focused on the lived experiences of newly hired nurses in the oncology ward of selected hospitals in Manila Each participant received a consent letter with a strong adherence to the Data Privacy Act where their identity and data were protected.

RESULTS AND DISCUSSION

SOP 1. What personal and professional challenges or experiences do newly hired nurses face daily in the oncology ward?

Personal and Professional Challenges: Study participants described the terminal care stress as a part of their personal challenges. The majority of the respondents highlight that in their first year as a nurse in the oncology ward, had challenges professionally with insertion, following certain protocols, balancing multiple shifts, toxic colleague attitudes, and handling the specific moods of their patients.

SOP 2. How have these challenges or experiences influenced newly hired nurses' perceptions of the nursing profession and as a nurse?

Influence of Challenges: Professional Growth and Resilience and Deeper Understanding of Nursing Role. It means that the experiences of nurses gave them a deeper understanding of their role in the nursing profession. They understood that nursing is not only limited to performing medical procedures, but also includes holistic care and emotional support for patients

SOP 3. What coping strategies or practices do newly hired nurses use when dealing with physical and emotional demands at work?

Nurse's Coping Strategies: The formed theme such as The Spiritual Coping Strategies means that nurses rely on their spiritual beliefs like praying to gain strength and peace to face work challenges. While, the Practical Coping Strategies shows their self-awareness, mental preparation, patience, and good work preparation.

SOP 4. What practical solutions or support do they think can help newly hired nurses handle these challenges in the oncology ward?

Nurse's Practical Solutions: The analysis of the responses of the participants shows two main themes: Structural and Professional Support and Emotional Support Strategies. The first theme means that nurses need proper staffing, formal training, and continuous professional learning to maintain the quality of patient care and prevent burnout. The second theme means that nurses need psychological support and mentorship so that they can more easily adjust to their work and avoid excessive stress. By providing access to a confidential counselor, buddy system, and guidance from more experienced nurses, their emotional stability will be strengthened, their self-confidence and their patient care will be improved.

SUMMARY

The results of the study show the different experiences of newly hired nurses in the oncology ward. The themes obtained from their responses are: 1) Personal and Professional Challenges, 2) Impact of Challenges on the View of the Nursing Profession and oneself, 3) Methods of Dealing with Stress, and 4) Practical Solutions or Support. First, in Personal and Professional Challenges, nurses experience stress due to terminal care and lack of clinical skills. In professional practice, the lack of skills in insertion, following protocols, managing shifts, and attitude of co-workers increased their pressure. Second, in the theme Effect of Challenges on Viewing the Nursing Profession and Self, it was found that the challenges contributed to the professional growth and the resiliency of the nurses. Their experience has strengthened their confidence and ability to advocate for the patient. They also saw that nursing is not just about technical skills but holistic care and emotional support for the patient. Eighth. Finally, in the theme of Practical Solutions or Support, newly hired nurses need structural and professional support and emotional support. Proper staffing, structured orientation, and continuous training will help develop skills and confidence. Mentorship, buddy systems, and access to confidential counselors can help build emotional resilience and improve the quality of care.

CONCLUSIONS

Based on the results of the study, the following conclusions were made.

Personal and professional challenges have a huge impact on newly hired nurses. Terminal care stress and lack of clinical skills, workplace interpersonal issues, patient load pressure, and emotional burnout have caused personal and professional pressure on nurses in the oncology ward. The nurses' Practical Solutions found in the research regarding their lived experiences and challenges are the Nurses' Professional Support and emotional support strategies. However, this study also acknowledges some limitations in the study, which limit

the generalizability of the hospital settings or department. The responses of the respondents may also differ based on their perception, which means that they have varying experiences from one another. Despite its limitation, the study also reveals significance to the nursing profession as it will provide an in-depth understanding in the challenges and coping strategies of new hire nurses in the oncology ward.

RECOMMENDATIONS

The study recommends that new hire nurses should continue to study and practice clinical skills, especially in insertion and oncology procedures. Use spiritual and practical coping strategies for stress management. Seek mentorship and support from senior nurses to better understand and adjust to work in the oncology ward. The study recommends that hospital/management may ensure that the staffing level is correct and provide structured orientation and continuous training programs. Establish emotional support programs such as access to counselors and buddy systems to help new hire nurses with their adjustment and stress management. Lastly, for future researchers, this study recommended to look for different methods to help new hire nurses in the oncology ward.

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AI DECLARATION STATEMENT:

AI-supported tools helped with grammar and structure in creating this article. No AI tools were used to collect, analyze, or interpret data; all authors are credited for their academic contributions.

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