

00420 **Exploration of the Reverse Pygmalion Effect Among Acute Care Nurses in Singapore**

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Aims: Singapore's healthcare scene now comprises a multigenerational workforce which may lead to some practical work implications due to the presence of age and generational differentials. Since there are more younger nurses than older nurses in the nursing workforce, there is increased likelihood of the older nurses reporting to younger supervisors. Therefore, it is of interest to study the experiences of younger supervisors and older nurses to gain insight on their existing relationship dynamics and any potential implications at work.

Our aim is to describe the experiences of younger supervisors and older nurses, their perceptions of each other and their relationship dynamics.

Methodology: Purposive sampling was involved in the recruitment of study participants. Data was collected via use of semi-structured interviews. Data saturation was obtained after interviews were conducted with 16 participants. Data was then analysed using Colaizzi's 7-step method which helped to enhance rigor of the study.

Result: The younger supervisors and older nurses in the study had both positive and negative experiences working with each other. Perception of each other varied over time. The supervisor-staff relationship of this intergenerational supervisory dyad had some relationship dynamics that were centred around the notions of respect and communication. To manage the differences between the two age cohorts, emphasis was placed on the use of coping mechanisms, specifically on rapport, teamwork and being professional.

Conclusion: More information has been generated towards increasing the understanding and perceptions of the younger supervisors' and older nurses' experience of working together. Possible improvement such as workplace education and use of mentoring programmes could help improve the supervisor-staff relationship. Further research could explore similar studies but with an interpretative, quantitative and/or multi-setting design. Research on the influence of gender over the supervisor-staff relationship could also potentially be impactful.