Nursing Shortages and Nurse Turnover

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Causes and Consequences of the Nursing Shortage

The severe shortage of nurses in medical organizations is an incessant problem in the modern world. A registered nurse is resigning from his profession, whereas only a limited number of students are registering for nursing courses. The severe shortage of nurses, which is also linked to the high nursing turnover rate, is probable to carry some catastrophic effects on the care provisions to the patients. This paper deliberates the individual anticipation of how nursing leaders and managers must address the nursing shortage and nursing turnover problem.

There is, moreover, an identification of the method that further fits the professional and personal philosophy of the nursing profession and a description of the tactic, which is suitable for my leadership-based style. For the nursing leaders and managers to arise with the correct approach to resolving the nursing shortage, it is important to recognize the factors that are contributing to this problem. The leadership management must be capable enough to realize each phase in the medically based setups that last to make the nursing area a less chosen profession. It must be prominent that although the nursing profession is very fulfilling in terms of pay and other grants, it has its share of boundaries that the majority of nurses are avoiding. The nursing turnover that endures upsurging is one of the main causes of the shortage of nursing professionals, in addition to the poor working environments, a workforce of old nurses, a lack of critical nursing ability and a variation of career options for women. Several governments have further contributed to the shortage of nurses because of the delivery of insufficient funds for nursing education. This has produced the problem of long waitlists that have turned the applicants further away. There are so many reasons that are backing the shortage of nurses, and all nursing managers and leaders must be mindful of it to achieve professionally established firm results for the same.

Nursing shortages and high nurse turnover are very common problems that are confronted in the healthcare sector. This insecurity of the nurses in the health care sector in numerous nations is levitating questions about the performances of the nurses and patient healthcare.

Turnover, Patient Care, and Organizational Performance

Jones, C. B. (2005). Has pointed out that nursing turnover has an undesirable influence on the government's capability to encounter the requirements of the patients and offer them quality healthcare. Borda, R. G., & Norman, I. J. (1997) likewise considered the shortage of nursing and

turnover as a significant element accountable for the deprived performance of the healthcare sector. This is because the higher turnover disturbs the self-esteem and output of the nurses who are left over to take care of patients, whereas the healthcare sector appoints new staff personnel.

Borda, R. G., & Norman, I. J. (1997) have pointed out that one of the causes behind the huge turnover of nurses in the US, Scotland, Canada, and Germany were the issues in the work design and expressive tiredness. Several other causes include other career choices for nurses and lower salaries. This has to leave the occupation and older ages of nurses.

The shortage of Nurses and turnover is affecting not only the healthcare sector but also the effectiveness of the healthcare elements. This is because of the fact that patients wish to go for only those healthcare organizations that have a very steady, highly trained and energetic nursing staff who deliver higher quality care services. The continuous turnover of the nurses at a healthcare organization has distracted the consideration of nurses and forced them to do more work that, results in obstruction and results in lesser quality care of the patients. For that reason, the loss of a single nurse contributes to the financial charge of doubling' the nurse's yearly salary. Furthermore, a healthcare organization is also affected in many ways, like lower quality care, reduction in the number of patients, rise in absenteeism, rise in accidents, rise in the medical staff turnover, upsurge in the temporary staff overhead and increasing costs of the staff.

Nurse Leadership and the Management of Workforce Retention

The expressions nurse leader or nurse manager are normally used interchangeably; however, in reality, there is a noteworthy dissimilarity between these two phrases. A nurse leader could be an active manager, whereas it is not essential that each nurse manager comes to be a decent nurse leader. The duties of the nurse manager are to accomplish the responsibilities that are allocated to him or her and to handle the nursing staff who reports to the manager. A nurse leader, though, has a very unlike role as he has to motivate and inspire others in order to achieve their responsibilities by keeping in mind the outline. Leaders could never be made: they are born leaders, and they have the capability to inspire, motivate and drive other staff members to attain the dream and task of the health care organization. HRSA can play a vital role in providing adequate training to the nurses and could also assist the nurses financially so that this issue of staff turnover can be overcome.

A nurse leader must have very effective interpersonal and communication skills. He must be the risk taker person and must have the capability to think outside the matter, should travel an extra mile so as to attain the wanted outcomes. He mustn't compromise on the purpose, which is to deliver high-class patient healthcare. He must cooperate with the organization in order to design the tactics that assist in attaining the healthcare organization's nursing staff objectives. A nurse leader is deliberated as an example by all the staff members of the organization.

Consequently, he must take care of the extreme obligation on his shoulders and assist as a sample for the other nurse staff associates and the managers. The leadership tactic in the health care organization could be both formal and informal. An effective nurse leader must take care of the duties of rationalization the workforce and assigning capital (Prescott, P. A.1987).

Recruitment, Education, and Strategies for Reducing Turnover

Nurse turnovers are illustrated to increase when there are nursing shortages, and there are both economic and non-economic effects. There are many solutions that, when used, might decrease such effects, for example, by increasing community outreach and educational programs to raise the wakefulness of nursing as a likely profession and by providing educational recompense to assist the present employees that have obtained nursing degrees, and increasing benefits and compensation, and by assisting with the flexible schedules, and the sharing of job. The actions and behaviour of the nurse leaders/ managers play a vital role in the retaining of nurses in the healthcare Sector (Davidson, H., Folcarelli, P. H., Crawford, S., Duprat, L. J., & Clifford, J. C.1997).

The leader makes and connects the sense of determination and sees the new method to hire and retain the nurses. On the other side, the nurse manager incorporates and organizes the assets by designing a staff-friendly agenda that ensures that there is sufficient staff in the organization at all times, takes decisions that give an advantage to the team, and delegates the tasks. The leader inspires the nurses to build strong trust and withstands the commitment; assists in developing the leaders, whereas the manager makes sure that the job is not too much as this might raise the stress level of nurses and other staff, which results in a turnover of the staff.

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