Staff Nurses’ Role in Improving Quality Care

Name

Institution

**Organizational structure and Staff Nurses’ Role in Improving Quality Care**

I chose hospital setting for communicating my experience regarding organizational structure and my role as a staff nurse for improving quality care for the patients. Nurses play irrefutably significant role in nearly all the aspects of healthcare management because they directly influence all the practices taking place in the hospital (TINE, 2017). These practices include medicine management, patient care, collaborative practices with other healthcare staff, assistance in surgical operations and research; data collection, maintenance and documentation.

Moreover, they are directly associated with the assessment and monitoring of patients, development of care plan, implementation of instant interventions aimed at reducing or preventing the risks of medical complications. Besides executing healthcare practices, nurses help in educating patients and their families for discussing treatment plans with their prospective advantages and shortcomings. This is how staff nurse plays significant role in improving the quality of care in the hospital setting in general terms.

Organizational culture is an umbrella term encapsulating the behaviors and attitudes of leaders towards their subordinates and overall atmosphere of the organization. As far as my organizational culture is concerned; CEO and CNO both embrace same leadership style; the authoritarian. They decide everything by themselves; dominating and directing all the healthcare practices. They do not allow their subordinates to indulge in important decision- making for the patients and their organizations.

The responsibility of nurses is to follow the directives and decisions made by them; their intervention is strictly restricted. In many instances, when nurses fail to comply with the directions; they are punished in terms of termination, deduction, demotion or temporary leaves. In other words, mistakes are completely intolerable. However, improvements that require changes in financial budget are openly accepted because patient safety is the most valued healthcare goal for my leaders.

Personally, I do not support this type of leadership because it limits the professional growth and competence of nurses through providing highly rigid environment where employees are thought to be nothing but *the extensions of their machines*. Quality of healthcare organization can be improved through improving nurses’ performance. It can be improved through education, training, autonomy of nurses and dignifying their existence rather than confining their duty to mere obedience to the authority (Spath, 2013).

**References**

The Role of Nurses in Hospital Quality Improvement (2017). TINE. Retrieved from <http://tinehealth.com/2017/06/05/the-role-of-nurses-in-hospital-quality-improvement/>

Spath, L. (2013*). Introduction to Healthcare Quality Management.* Health Administration Press, Chicago, Illinois, AUPHA Press, Arlington, Virginia.