Systems Theory Application to Increased Nurse Patient Ratio in Hospital

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**Introduction**

The *Texas Health Resources Hospital, Dallas* requires an intensive checkup in its systems theory application for an increase in the nurse-patient ratio. As all healthcare organizations practice and deliver the best nursing services to their patients, they also tend to follow different theories. One theory which mainly exists and is the center of this essay is the System Theory Application (Williams, 2017). This theory focuses on the social systems which are divided into units and subsections in a healthcare organization. One of the departments of the identified healthcare organization is known as the Emergency Department, and it has all kinds of inputs, outputs, througputs, negative feedbacks, and the cycle of events. The hospital provides different levels of care to the patients, and the ED unit has its factors. Thus, the purpose of this essay is to provide an analysis of the ED unit and the way it uses the systems theory application to achieve the organization’s desired goals and outcomes.

**Discussion**

**Identification**

The ED unit is mostly occupied and conjusted with people which is a big problem which affects day to day healthcare activities. Such a problem can be rectified through using an open systems approach that co-exists of the systems theory model. The model accumulates inputs, cycles of events, outputs, negative feedbacks, and throughputs (Andrews et al. 2016). The problem which is mainly identified using the systems theory model is that more staff is required to manage the congestion and workflow in the ED of the hospital. It would allow more effective flow of staffing levels amongst the department and help provide necessary supply functioning equipment for patients. These factors can be used to analyze the systematic disregard which can cause patient and nurse safety outcomes. If more nurses are hired, it will boost staffing ratios and the buffer staff ratios can also be analyzed. Moreover, necessary patient equipment is not present so the systems theory application would help fulfill the lack in fiscal policy to overcome this issue.

Solutions for improving the ED and its consequent issues require the healthcare organization to improve its staffing standards and establish more such units in the hospital to distribute the patient flow, along with providing quality standard patient care. The healthcare organization would have to overview their goals and objectives to achieve the desired outcome. These goals accumulate changing cultural standards of the workplace, diversity amongst health providers, providing national standards of healthcare, and accommodating customer at every step necessary. Moreover, a strategic fiscal overview is to be determined or conducted to resolve such issues arising in the ED unit of the hospital (Geller et al. 2015). With accompanying a strategic implementation process, it would require the clinical staff and the leaders to engage in a holistic approach that can deal with all the issues confronting the ED unit.

Using systems theory application to resolve the issues in the ED unit would require the organization to develop some policies and procedures such as hiring competent staff that can manage the patients adequately and promptly. Moreover, they should focus on procedures that extend guide practice amongst the health providers and providing a disciplinary safe and healthy environment. The organization should also go towards effective communication with the patient so that all the fundamental components of the organization are met to resolve the critical problems facing in the unit. The emergency department would have to focus on providing quality outcomes and interdisciplinary health promotions significantly. Despite that, they should offer multidisciplinary evidence-based practice to improve management and collaboration. Patient involvement in the care plan and self-competency can both hand in hand towards meeting the organization's desired goals and objectives. Lastly, providing a safe environment of care with systems thinking behavior would help achieve the desired goals.

Relevant professional standards require the hospital to invest more towards its ED’s while using its strategic capacity and capability which reflects on increasing bed capacity within the rooms. Moreover, building resilience amongst the patients and nurses altogether. Also, integrating an emergency floor which can equally help in improving patient outcomes and achieving organizations goals and objectives. Improving the operational process of the ED would require having an initial assessment of the patients and discharging any ‘home for lunch' exercises. Similarly, the culture of the ED is also necessary for implementing such professional standards that can suggest building a new clinical ED which provides quality patient care and evidence-based practice (Fisher, 2017). Moreover, It would also involve committing internal professional standards towards the unit's procedures. All of these steps are equally important to uphold the organization's mission and values and improve their culture and climate altogether.

**Conclusion**

The aforementioned analysis of the research essay based on the implementation of systems theory application would ensure an increase in the nurse-patient ratio. It would analyze the hospital's goals and objectives while creating relevant practices to facilitate outcomes. The policies and procedures developed for the identifying unit would propose a resolution for the problems identified and upholds the organization's mission and values. The culture and climate of the organization are equally important, even so, the unit that is focused and that is why the systems theory model tends to focus on its aspects while identifying the specific problems. These factors are analyzed and identified as input, output, cycles, throughput, and negative feedbacks. All of these factors would be implemented in the organization's systems approach which would help the unit prepare or come up with the desired outcomes.

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