Two Issues Leaders Face in Healthcare Organizations

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**Introduction**

In the healthcare industry, doctors and nurses are the most needed and valued entities, as without them formation of the healthcare industry is not possible. Thereby, there are certain issues faced by them that are of crucial nature. Nurses are more critically involved in the wellbeing of the society's healthcare; therefore they make up most of the population in the healthcare sector. The two main issues which are adversely impacting the healthcare industry are, firstly the nurse’s staff shortage and secondly poor job satisfaction which ultimately leads to higher turnover rates. Being a manager of the critical unit it is necessitated by the department to have an adequate amount of nurses at all times along with certain other factors, the critical unit needs more nurses in abundance than any other department. The issues of insufficient staffing and job dissatisfaction are hugely faced by the current organization and the leading factors are merely the cost of hiring and retaining the nurses. The nurses are required at a higher rate to cater to the old age population who need assistance almost at every hour of the day. This essay focuses on informing the staff about these two main problems the organization is going through and the ways it will impact the workings of every department, and also it will focus on the recommendations for improvement.

**Discussion**

The report by World Health Statistics (WHO) in 2013 gave an estimated number of nurses that was about 2.9 million in the United States, and further one million nurse’s force will be needed by the year 2020 (Haddad & Toney-Butler, 2018). The projections made by the Bureau of Labor Statistics (2018) in the US states the 1.1 million nurses who are required additionally for altering the shortage of nurses encountered by the healthcare sector. The profession of nurses is itself very demanding and challenging in nature. They go through problems such as burnout, fatigue, frustration, and tiredness due to the nature of their job. This all leads to the increased turnover rate which in turn decreases the nursing staff thus increasing the nurse’s shortage in healthcare organizations (Squires et al., 2017). The issue or concerns and problems are numerous in relation to the shortage of nurses. The nurses are responsible to cater to the needs of larger old age population which is increasing day by day as baby boom generation is requiring extensive healthcare services. The higher numbers of Americans are above the age of 65 and are mostly admitted in healthcare vicinities (Haddad & Toney-Butler, 2018). The nurses are therefore required at a higher rate to cater to the old age population who need assistance almost at every hour of the day. The patients in the critical unit also need care like the adult population at every instance. The nurses treating these long term and critical illnesses can be affected by strain at the work.

As the aging population, nurse staff is serving, the staff also includes nurses who are aging. The rate of the aging population in the organization is estimated to be above a million nurses who are working above than 50 years, which means that within next 10 years this workforce will be at retiring stake (Haddad & Toney-Butler, 2018). The nursing staff is facing a shortage which leads towards the limited enrollment and therefore restricting the nurse's staff generated by nursing school. This causes a greater decline in the quality of school courses and the number of student nurses also decreases. The turnover rate increases due to nurse’s burnout and job dissatisfaction which is caused merely due to the violence in healthcare and increased workload due to the shortage of staff. All of the above-mentioned issues, including the inability of educating the nurses are the additional lacking factor for the availability of nurses (Squires et al., 2017).

The experts from the human resource department have raised the issue as nurses described the requirement for more nurses in the healthcare organization or hospital. This will benefit in lowering the workload of the nurses and also it will relieve the strain or stress of the daily workings in the organization. The issues of insufficient staffing and job dissatisfaction are hugely faced by the current organization and the leading factors are merely the cost of hiring and retaining the nurses. For reducing these issues in an organization it is important to reduce the cost and enhance the training which is needed for the nurses who require more education and reach to an optimum level of education which is desired by their profession. The other internal strategies effective in reducing these two issues are the collaboration improved communication, and teamwork by which the over workload among nurses faculty can be managed and reduced.

Collaboration among nurses in relation to their work helps in easing out the amount of work which cannot be handled by the insufficient workforce. Therefore, it is important for the hospital organizations to increase the collaborative efforts of individual nurses by enhancing the communication between these employees and reduce the gap which is created between the nurses. For the efficient and comprehensive treatment of the patients in the hospital, it is necessary for the healthcare professionals to collaborate and effectively communicate with each other to provide the smooth system of healthcare to the patients. The collaborative teamwork is essential in performing the tasks assigned to individual nurses in unified form or a nurse leader leading the teams (Squires et al., 2017).

Role clarity is an important aspect of improving the efforts of teamwork and effective communication (Bosch & Mansell, 2015). To effectively work in a team it is important for every individual to know his or her task according to the specified specialty they have in their profession. For instance, a nurse giving anesthesia is required to stay on that work while working in a team or collaborative effort. The team or collaborative works is only productive when the people involved in that group have individually defined roles and they know how to work in their own capacity. The other factor which is hugely involved in maintaining the teamwork and collaboration, along with the communication is to develop the ability for overcoming the adversity and personal differences (Bosch & Mansell, 2015). This is possible through focusing on the common goal that is for any nurse to improve the patient outcomes by providing effective treatment and care. These two factors when enabled in the functioning of the organization will foster improved and better communication, teamwork and collaboration.

**Conclusions**

This essay by the manager of the secondary service department concentrated on informing the staff about these two main problems the organization is going through and the ways it will impact the workings of every department, and also it will focus on the recommendations for improvement. Nurses are more critically involved in the wellbeing of the society's healthcare; therefore they make up most of the population in the healthcare sector. The nursing staff is facing a shortage which leads towards the limited enrollment and therefore restricting the nurse's staff generated by nursing school. Therefore, it is important for the hospital organizations to increase the collaborative efforts of individual nurses by enhancing the communication between these employees and reduce the gap which is created between the nurses. The clarity of role and developing ability for overcoming the adversity and personal differences are important aspects in improving the efforts of teamwork and effective communication.

**References**

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