Annotated Bibliography

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**Part 1**

**Yanchus, N. J., Ohler, L., Crowe, E., Teclaw, R., & Osatuke, K. (2017). ‘You just can’t do it all’: a secondary analysis of nurses' perceptions of teamwork, staffing and workload. *Journal of Research in Nursing*, *22*(4), 313-325.**

In the health care sector nursing is a profession that focused on providing care to not only patients but families and community as well. Due to the lack of healthcare policies, nurses have to face immense challenges such as increased workload in their daily routine. The author Nancy is a psychology technician at Veterans Health administration national center for organization and development. She along with her fellow researchers in her research paper highlighted nurses’ perceptions regarding teamwork and workload. The author discussed that nursing teamwork is highly important as it will create a positive collaborative environment. This will further facilitate in improving patient care and fewer medical errors. The teamwork between physicians and nurses is associated with fewer medical errors that in turns increase patient satisfaction levels. The author further discussed that due to lack of adequate staff nurses have to work more than their duty hours which is the reason for increased medical errors. She further explained that not only lack of staffing but an increase in patients’ admission in the hospital is also the reason for an increased workload. Due to this nurses are required to act as quickly as possible which hinders their nurse-assessed quality care. Furthermore, an increased workload is the reason for increased dissatisfaction among nurses that results in higher rates of absenteeism. To improve nursing workplaces, the author conducted several interviews and then collected quantitative and qualitative data. The first interview was conducted by clinical psychologists in which participants were asked to express their concerns regarding their work. Additionally, they were asked to describe the changes they want in their respective units. The results showed that most nurses desire for intervention plans in their units. After this, the second interview was conducted after the implementation of the proposed intervention. Lastly, the author also uses the archival dataset to examine the themes of a link between teamwork, workload and lack of staff. The qualitative results depict that in the context of inadequate staffing nurses shown high concerns and were under satisfied. Additionally, referring to the workload nurses explain the pressure they have to face due to inadequate staff. While discussing teamwork all nurses agree that teamwork not only helps during extreme workload but it helps in maintaining a collaborative environment. Previously, the studies conducted regarding nurses’ issues do not consider their opinions yet just based on random data interventions were proposed. This paper helped a lot in understanding the perspective of the nurses as during interviews nurses’ opinions were also considered. However, like every research, this paper also has some limitations. According to the author, due to the confidential nature of assessments demographics were not included. Also, factors like age and gender were not included (Yanchus & Osatuke, 2017).

**Part 2**

Leadership in the profession of healthcare is highly important as this will facilitate in providing quality healthcare. Specifically, discussing nursing leaders, they play a vital role in providing quality care. An effective nursing leadership helps nurses to work as a team that will facilitate in reducing medical errors while increasing patients’ satisfaction level. Nursing leaders are responsible for motivating and empowering the staff by helping them during extreme workload. They are also responsible to discuss the issues that nurses are facing with the administration so that an adequate staff can be hired that will help in reducing workload. It is the responsibility of nursing leaders to maintain a collaborative environment in which everyone can communicate and share their opinions easily. In the article (Yanchus & Osatuke, 2017) the author highlighted this lack of communication issue and explain that to create a positive environment it is necessary to have effective communication.