

Applying Research Skills

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Assessment Two: Applying Research Skills

The lack of medical workers in the field significantly impacts both patient care and the overall well-being of medical staff. These shortages increase the responsibilities of present employees, endangering patient safety and escalating healthcare personnel's weariness. The quality of care that patients get is greatly influenced by nurse-to-patient ratios. Thus, it is imperative to address staffing issues using evidence-based solutions. The focus is increasingly on activities like recruiting drives, specialized training programs, and flexible scheduling to lessen the pressure caused by shortages. The complexity of a demanding healthcare environment is increased by the lack of adequately skilled and sufficient workers.

Identifying Academic Peer-Reviewed Journal Articles

Pertinent sources were found using the Capella University Library database, and a shortlist was created. Search phrases, including workload, healthcare recruiting, and nurse-to-patient ratio, helped me find academic publications about staffing shortages using Summon Advanced Search. Furthermore, the inclusion of the most recent data on best practices was guaranteed by the focus on recent publications published in the last three to five years. The extensive database of "Nursing and Healthcare Sciences" was quite helpful in providing a wide range of scholarly viewpoints that promised an in-depth analysis of staffing shortages. The approach aimed to incorporate a range of views that would increase knowledge of the topic through reliable and diverse scholarly contributions. Diversity was given priority during the selection process to depict the nuanced nature of the challenges facing the healthcare workforce.

Assessing Relevance and Credibility of Information Sources

Credibility and relevancy were given top priority during the thorough review procedure used in selecting articles. Because the articles chosen for this investigation of staffing shortages could only be found in peer-reviewed journals that have been published, a high level of scientific scrutiny was guaranteed. The author's experience and professional knowledge were crucial in proving the reliability of the sources she used. Furthermore, the emphasis on relevance necessitated that the selected publications provide significant insights into staffing shortages, offering practical interventions and substantially contributing to a more extensive understanding of the problem. This careful source selection process aimed to create a solid body of knowledge that was firmly based on respectable and relevant academic contributions that supported the validity and importance of the selected articles.

Aziz, S., Arabi, Y. M., Waleed Alhazzani, Evans, L., Citerio, G., Fischkoff, K., Salluh, J. I., Geert Meyfroidt, Fayez Alshamsi, Oczkowski, S., Azoulay, É., Price, A., Burry, L., Dzierba, A., Benintende, A. J., Morgan, J. S., Giacomo Grasselli, Rhodes, A., Morten Hylander Møller, & Chu, L. F. (2020). Managing ICU surge during the COVID-19 crisis:rapid guidelines. *Intensive Care Medicine*, 46(7), 1303–1325. <https://doi.org/10.1007/s00134-020-06092-5>

Aziz et al.'s study on ICU surge control during the COVID-19 crisis sheds light on the severe psychological effects that medical personnel had to deal with. The article encourages introducing programs to strengthen healthcare workers' resilience and provide emotional support throughout the pandemic's breakout by offering specific and doable recommendations. The recommendations address the primary and secondary stresses of the crisis and provide a strong foundation for supporting medical professionals during these trying times. This article's apparent connection to the more significant issue of personnel shortages and the particular difficulties critical care units face justifies its inclusion in the bibliography. It is an extensive and valuable resource for healthcare businesses searching for efficient ways to aid their employees in emergencies. It helps understand and handle the difficulties associated with staffing in a healthcare context. (Aziz et al., 2020).

McHugh, M. D., Aiken, L. H., Sloane, D. M., Windsor, C., Douglas, C., & Yates, P. (2021). Effects of nurse-to-patient ratio legislation on nurse staffing and patient mortality, readmissions, and length of stay: a prospective study in a panel of hospitals. *The Lancet*, 397(10288), 1905–1913. [https://doi.org/10.1016/s0140-6736\(21\)00768-6](https://doi.org/10.1016/s0140-6736(21)00768-6)

In a research published in *The Lancet*, McHugh et al. investigate the impact of legislation governing nurse-to-patient ratios on nurse staffing and subsequent patient outcomes. The main objective is to evaluate the effects of legislative actions on nurse staffing and their relationships to patient mortality, readmissions to the hospital, and length of stay. The authors use a prospective study strategy that includes nine European countries and almost half a million patients to investigate the association between nurse work pressure and numerous patient outcomes. The study is especially significant to the larger issue of healthcare worker shortages because it sheds light on how legislative actions may affect nursing staffing levels and, therefore, the quality of patient care. The study's thorough methodology, which raises the reliability of the results, and publication in *The Lancet*, a peer-reviewed and reputable medical journal, contribute to its increased reputation. (2021).

Perkins, A. (2021). Nursing shortage. *Nursing Made Incredibly Easy*, 19(5), 49–54.

<https://doi.org/10.1097/01.nme.0000767268.61806.d9>

Essential insights into the severe psychological effects experienced by healthcare personnel may be gained from Aziz et al.'s research on ICU surge control during the COVID-19 crisis. The article offers specific and doable recommendations, promoting the implementation of initiatives designed to boost healthcare workers' resilience and provide emotional support throughout the pandemic's breakout. The recommendations offer a strong foundation for supporting medical professionals through these trying times by addressing the crisis's primary and secondary stresses. The bibliography includes this item because it directly addresses the issue of general personnel shortages and the particular difficulties faced by critical care units. This comprehensive and helpful resource aids healthcare businesses in seeking efficient ways to support their employees in emergencies. It primarily helps with understanding and handling staffing issues in the healthcare environment. (Perkins, 2021).

Wang, Limin, et al. "The Effect of Nurse Staffing on Patient-Safety Outcomes: A Cross-Sectional Survey." *Journal of Nursing Management*, vol. 28, no. 7, Wiley- Blackwell, Sept. 2020, pp. 1758–66, <https://doi.org/10.1111/jonm.13138>. Accessed 13 Dec. 2023.

To determine the relationship between nursing staffing and patient safety outcomes, Wang et al. conducted a thorough investigation that included cross-sectional surveys in 211 units across 13 hospitals. The essay aims to accomplish three objectives: first, it will draw attention to the negative impact of inadequate nurse staffing on patient safety; second, it will determine the proper nursing-to-patient ratios across various units; and third, it will disclose the financial ramifications of subpar patient outcomes. The findings of this study underscored the vital significance of adopting proactive and secure staffing procedures to enhance patient safety and nurse retention. It gave healthcare professionals the essential groundwork they needed to address the widespread problem of staffing shortages by presenting practical, evidence-based solutions. A thorough analysis significantly advances the current discussion around patient safety and hospital staffing. (2020)

Learnings from the Research

The study of healthcare staffing shortages has yielded valuable insights into the intricate problems and possible remedies associated with this vital subject. After examining the selected articles, I now understand how the number of nurses on staff directly affects patient safety outcomes. Wang's study provided evidence-based recommendations for the proper staffing ratios for various nursing units, underscoring the vital significance of legislated staffing ratios. The work by McHugh et al. clarified the adverse effects of high nurse-to-patient ratios and provided helpful guidance for overcoming shortages. Aziz et al.'s studies into managing ICU spikes during the pandemic offered critical insights on supporting staff during crises, which brought to light the emotional toll on healthcare workers. Perkins' study outlined the consequences of the nursing shortage and offered leaders and front-line nurses concrete remedies. My awareness of the necessity of addressing staffing shortages in healthcare settings to uphold patient safety and high-quality care has generally increased due to the research.

References

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