

Princess Hernandez

N443

Journal #6

To guide your journal entry, you can choose from some of the questions below:

- How does this journal article/current events/concept relate to the course material?
- What concepts from class did I easily master this week? Why were they easy?
- What concepts from class were difficult for me this week? Why were they difficult?
- Of everything I did this week, what am I most proud of?
- What have I learned this week about myself as a student nurse?

This week we learned about staffing needs and scheduling. Centralized and decentralized staffing were the concepts that were easily mastered for this nursing student. According to Marquis & Huston (2021), a central office or staffing center makes decisions about scheduling and staffing in a unit for centralized staffing, while a unit manager makes scheduling and staffing decisions in decentralized staffing. With decentralized staffing, the unit manager is responsible for covering or looking for someone to be there in all scheduled staff absences, adding and reducing staff in the unit when it is a high or low census (Marquis & Huston, 2021). The unit that this nursing student goes for her leadership clinical uses decentralized staffing. The unit manager or charge nurse in ACU is the one responsible for staffing and scheduling. The unit manager was very flexible in staffing and scheduling and worked with the staff to ensure they were treated equally and given schedules consistently. The unit manager gave significant autonomy to the staff but still had greater control over staffing. She told this nursing student that if the unit is low in clients, she needs to let the staff know and find a place that they could work for the day if the staff desired. The staff in the unit are very pleased with the unit manager because they feel like they work as a team with staffing and scheduling.

Reference:

Marquis, B. & Huston, C. (2021). *Leadership roles and management functions in nursing*. (10th ed.). Wolters Kluwer.

All entries must be at least 200 words and use a scholarly source. The use of direct quotes is prohibited. Class participation is also incorporated into the journal grade. To maximize points for the journal, please participate in class discussion and attend class every week.

| Criteria | Points Possible | Points Earned | Faculty Comments |
|---|------------------------|----------------------|-------------------------|
| Journal entry is relevant to class material and at least 200 words | 9 | | |
| Class participation | 5 | | |
| Scholarly source is published within the last 5 years, is cited correctly using APA format, no direct quotes are used | 1 | | |
| TOTAL | | | |