

Nursing Shortage: Literature Review

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Nursing Shortage

The nursing shortage is a global problem that seems to be rising, and the pandemic is not helping the situation. The nursing shortage is a sensitive topic due to so many nurses feeling unappreciated for all that they do. Research shows a worldwide deficit of healthcare employees, including doctors and nurses (Chiao et al., 2021). The struggle of healthcare facilities to keep the nurses is a challenge. These topics and articles will summarize an overview of what plays a role in nurses leaving their position and implementations in place to keep nurses.

Exploring factors influencing the retention of nurses in a religious hospital in Taiwan: A cross-sectional quantitative study

Retention of nurses is challenging to maintain due to several circumstances. A study done in a Taiwanese medical industry has high term turnover rates as a long-term deficit (Chiao et al., 2021). This article aims to determine what causes this high turnover rate and what would make the staff stay in their position. Chiao et al. (2021) identify the study's objective to determine what factors influence nursing staff retention and if differences in needs play a role in them leaving. Overall, this study will cover numerous explorations on what nurses' needs may influence their decision to stay or leave their occupation.

Key Points

The article's key point is what factors play a role and make a difference in whether a nurse decides to stay in their occupation or leave the facility. Chiao et al. (2021) discuss how nurses in Taiwan's hospitals retain nurses in their faith-based hospitals based on meeting the expectations of Maslow's hierarchy of needs. The method used in this study is self-administrated

questionnaires to nurses who were willing to participate. According to Chiao et al. (2021), the participants consisted of 759 nurses who were willing to volunteer and signed a consent form. The method used is a self-report questionnaire consisting of two sections (Chiao et al., 2021). The survey consisted of demographic information and employee satisfaction following Maslow's hierarchy of needs (Chiao et al., 2021). The tools used to gather data consisted of the five-point Likert scale and Cronbach's α coefficients to test the scale's reliability (Chiao et al., 2021). Data came According to Chiao et al. (2021), the analyzed significance represented a 0.05 significance level. The significance explored the influence of nursing retention and what level of needs may be issues that may cause the nurses to leave their occupation. This study did include, according to Chiao et al. (2021) *p-value* of the F statistic (< 0.05) as fit indices. In order to achieve high retention of nursing staff, Chiao et al. (2021) mention the need for a regular day shift system, an environment that values lifelong learning, and promotions available. In continuation, it also mentions the need for solid communication skills with clinical instructors and head nurses, and finally, a fund to research more implementations to improve staff retention.

Assumptions

Maslow's hierarchy is an essential component when it comes to nursing. According to Chiao et al. (2021) assumption, there is a correlation between all the levels of Maslow's hierarchy and the retention of nurses in the facilities. The author believes there is an interrelationship between nurse retention and this hierarchy. Chiao et al. (2021) study represented a positive correlation between physiological needs, safety requirements, love and subordination need, and the intention to stay.

Deficit/Conclusion

Overall, Beatriz accepts the author's reasoning for believing that if nurses' needs are not met based on Maslow's hierarchy of needs, they will struggle to retain the nurses in their facility. According to Chiao et al. (2021), the implementation is that when a job exceeds meeting people's needs based on Maslow's hierarchy, there will be an increase in nurses willing to stay at their current job. If implications do not meet the criteria, there are various ways that this can negatively impact the facility. Although if nurses fail to accept the line of reasoning, according to Chiao et al. (2021), a deficit in healthcare employees affects the quality of care, morbidity, and mortality. The nurses must understand Maslow's theory to have proper education on their needs.

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References

- Chiao, L. H., Wu, C. F., Tzeng, I. S., Teng, A. N., Liao, R. W., Yu, L. Y., Huang, C. M., Pan, W. H., Chen, C. Y., & Su, T. T. (2021). Exploring factors influencing the retention of nurses in a religious hospital in Taiwan: A cross-sectional quantitative study. *BMC nursing*, 20(1), 42. <https://doi.org/10.1186/s12912-021-00558-7>