

Nursing Shortage: Literature Review

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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

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.

From imperialism to inpatient care: Work differences of Filipino and white registered nurses in the United States and implications for COVID-19 through an intersectional lens

Nurses face a reality of dissatisfaction with their job early in their career, causing burnout. This article's purpose is to go in-depth about the differences between foreign Philippines nurses vs. White nurses between their training and reasons for leaving their position (Nazareno et al., 2021). It discusses the recruitment of foreign nurses to help the nursing shortage in the United States during the pandemic of Covid-19 (Nazareno et al., 2021). As well as discussing the differences foreign nurses face compared to white nurses. It deciphers how cultural differences play a role in the nurse's decision-making.

Key Points

A major takeaway is how foreign nurses are willing to come into a dangerous situation, such as helping in the Covid-19 pandemic. To fill the nursing shortage, Philippines-trained registered nurses may now be disproportionately risking their lives during a global pandemic (Nazareno et al., 2021). An intersectional method is in use in this study. The participants are

Philippine vs. white trained nurses, "participants age groups 49 or younger, 50–64, and 65 and old" (Nazareno et al., 2021). This study uses the 2018 National Sample Survey of RNs and weighted sample sociodemographic data to collect data (Nazareno et al., 2021). The data concluded various outcomes related to the foreign nurses vs. white nurses. Philippine nurses' reasons for burnout included a lack of advancement opportunities (Nazareno et al., 2021). As for white nurses, their leading cause for leaving their position is a stressful work environment, 3%, compared to the Philippines is 24.8 % (Nazareno et al., 2021). The data is significant to represent each nurse's reasoning for burnout. The p-value is 0.06 when discussing the Philippine burnout rate (Nazareno et al., 2021). The author concludes that "Philippine nurses are disproportionately on the frontlines of providing acute and long-term inpatient care settings compared to their white counterparts, who are likely to be working in outpatient, non-acute, ambulatory, clinic settings" (Nazareno et al., 2021).

Assumptions

Foreign workers come to help the nursing shortage in times of need in the United States, yet they will face barriers along their path. The author assumes these barriers the nurses will bump into financial stress, discrimination, and lack of support as complications toward advancement in their nursing career (Nazareno et al., 2021). The foreign nurses will face disproportion and inequality in the work field as they take on the frontlines of Covid. "Filipino RNs appear to be risking their lives by working on the frontlines to care for really sick and contagious patients" (Nazareno et al., 2021). Foreign nurses face chronic health issues and are willingly in the vulnerable populations as they provide for the US nursing shortage.

Deficit/Conclusion

Beatriz agrees with the author's reasoning as she has experienced it firsthand while working at the hospital. The hospital becomes short-staffed during the pandemic due to burnout and the pressure of dealing with COVID-19. The hospital began to take in travel nurses, most of whom were foreign. This article's implications are how Filipino nurses disproportionately are willing to help in acute and long term in patient care settings in hazardous work environments due to COVID-19 (Nazareno et al., 2021). If nursing fails to see the implication, foreign nurses will continue to face unequal powers and vulnerability in labor and exploitation between Filipino and white registered nurses (Nazareno et al., 2021). If this implementation is not understood, it would be an assumption that there is no racial strain between foreign nurses which is not the case. Hopefully, nurses will all receive the equity and recognition they all deserve worldwide throughout the years.

The impact of short-term solutions of nursing shortage on nursing outcome, nurse perceived quality of care, and patient safety

The nursing shortage is an issue that many facilities try to implement measures to prevent from happening. The article aims to study nurses' shortage and the relationship between overtime and floating nurses (Muabbar & Alsharqi, 2021). It also will study the outcomes and how the short-term solutions to the nursing shortage affect the quality of care. It is essential to take into consideration what are the problems causing the nursing shortage.

Key Points

The problem with short-term solutions for the nursing shortage is the quality of care received. The article discloses how some nurses intend to leave due to "poor work environment, heavy workloads, lack of autonomy, the performance of non-nursing work, and poor job

satisfaction" (Muabbar & Alsharqi, 2021). Nurses must be valued in their work and have a healthy, safe environment. The authors used a cross-sectional study and snowball method to gather data (Muabbar & Alsharqi, 2021). Scatter plots and T-tests are also in use to collect data. Surveys questioning patient satisfaction and outcomes are in this study. The data disclosed that the cause of job dissatisfaction is due to multiple problems such as work not valuing family time, vacation time, and unappealing work conditions resulting in adverse patient outcomes (Muabbar & Alsharqi, 2021). The data is significant concerning why there is a nursing shortage and poor patient outcomes. There are various p-values; one discloses .307% of nurses' intention to leave (Muabbar & Alsharqi, 2021). Overall the author concluded that poor patient outcomes correlate to the nurse's dissatisfaction with their job leading to the nurses leaving their job, causing a nursing shortage.

Assumptions

The nursing shortage is a worldwide issue. In this study, the authors assume nurses in Saudi Arabia are dissatisfied with their job due to being forced to work overtime due to the limited workforce (Muabbar & Alsharqi, 2021). Another assumption is that floating nurses cause low patient outcomes due to nurses feeling unsafe in an unfamiliar unit and unfamiliar patient load (Muabbar & Alsharqi, 2021). Nurses experience a lack of value for their hard work, and it is unfair for nurses to be in uncomfortable and unsafe positions.

Deficit/Conclusion

Beatriz accepts the author's line of reasoning on how patient outcomes correlate to nurses' job satisfaction and the factors that play a role in nurses leaving their occupation. Floating and overtime-related stress syncs to burnout and affect the nurse's performance (Muabbar & Alsharqi, 2021). If nursing fails to see this reasoning, there will continuously be a problem with nurses leaving their occupation and becoming overworked and exhausted. The implementation would be that nurses can handle it, and no changes need to happen, which is not the case.

Conclusion

As mentioned in the previous articles, the nursing shortage can cause a prevalence of problems. Staff shortage causes many adverse patient outcomes related to medication errors, hospital-acquired infections, pressure ulcers, and falls (Muabbar & Alsharqi, 2021). This information can help improve patient outcomes by looking into their policies, tracing back their errors, and implementing ways to prevent this. In nursing, there is a correlation with retention in the facility's ability to meet Maslow's hierarchy of needs (Chiao et al., 2021). It can improve the profession as the facility can consider what nurses need to be satisfied in their position in the hope of not having a high turnover rate. Muabbar & Alsharqi (2021) discuss that quality improvement can start by maintaining a healthy workplace environment and improving nursing leadership and physician-nurse relationship. This effort can help the quality of care from nurses to patients and the relationship between physicians and nurses. Healthcare can improve in numerous ways; as long as there are active new ways to improve the facility and benefit the employee, there will not be such a high turnover rate.

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