

## Human Resources: Issues and Strategies

1 hr

- Work through each aspect of the module
- In a Paragraph Form do the following activities
  - Activity #1- Identify the strategies that a hospital in your area is currently utilizing to recruit nurses. Also, list other strategies that you may be familiar with. Are these strategies effective in recruiting nurses? Why or why not?

I know some area hospitals around me have used high pay incentives to recruit travel nurses to their facility. During this pandemic, some states are allowing graduate and senior year nursing students obtain emergency licensure before they take their boards in effort to recruit more nurses during this time of need. PRN positions have also become available to nursing students to work as HCTs in some area hospitals. Some states and hospitals are also increasing nurse's hourly pay and offering free services such as transportation, lunches, and childcare. These strategies seem to be successful in recruiting nurses to these facilities and I think more hospitals/states need to adopt these strategies.

- Activity #2- Using what you have learned about interview scenarios, create an additional unit-specific case scenario that could be used in an interview. Also, write a bulleted list of what an above average response to the question would include, what an average response would include, and what a below average response would include.

You are performing your initial assessments on your newly assigned patients. Upon walking into your first patient's room, you find him lethargic and having trouble breathing. He does not respond when you call him by name. What do you do? List your priorities.

- Above average response: My first priority is to maintain a patent airway. Once securing the airway, I will make sure that the patient is breathing adequately, and if he is not I would take appropriate measures (elevate HOB, apply oxygen, etc.). Next I would perform a quick neuro check to see what state the patient is in. I would then ask the previous nurse if this is the patient's normal state. I would call the doctor immediately and activate a rapid response if needed at this time.
- Average response: I would make sure his airway and breathing are adequate. I would then consult with other nurses and the patient's doctor about what further assessments or treatments are necessary.
- Below average: I would assess my other patients and then check back with this patient and see if anything has changed.
- Activity #3- Case scenario: The Vice President of Patient Care Services has asked you to manage an additional nursing unit. You are currently responsible for a 30-bed telemetry unit, and she would like you to also have 24-hour accountability of a 26-bed observation unit. You are very flattered and agree to do so. However,

with this promotion, there has been no mention of additional pay for the additional responsibility. You decide to schedule a meeting with the VP to negotiate a salary. Outline how you would approach your meeting. How would you prepare? How would you negotiate your salary?

- **Prepare:** Do your research on other salaries within your geographical area relating to the same line of responsibility. Present a higher-end salary at first, without being unreasonable. This leaves room for negotiation. Be willing to compromise, but set yourself a limit that you will not settle for. For example, if they aren't willing to pay as much as you'd like, ask if working less shifts is possible such as 4/10s instead of 4/12s.
- **Communicate effectively:** Be clear in your statements and get your point across assertively. Be a good listener to what they have to say and try to understand their point of view. Keep an open mind and be flexible with whatever may come up in conversation.
- **Close respectfully:** restate the decision so that both parties are clear on the conclusion you have come to. Remain respectful regardless of the outcome, and be sure to thank them for their time and consideration. Write a follow-up thank you note expressing your gratitude.

**PLACE a Screen Shot of the completed module and your written responses to the above activity questions in the corresponding Dropbox**

