

N443, Leadership and Management

Clinical Work – 3/26/2020

Sigma Nurse Management Modules

Human resources: Issues and strategies

Activity 1:

The most common strategies of hospital use to recruiting nurses in my area is leaving promotion ads to the nursing school, such as Lakeland college and Lakeview College of Nursing; another method is on the hospital website. I used to see ads in the magazines back when I lived in the big city. I think it is very effective to put ads in the nursing school since everybody need job when they graduate.

Activity 2:

“What if” question is about to determine values and thought processes. “How would you” to assess for conceptual thinking, ability to plan, interest to use resources. “Tell me about” to assess behavioral tendencies, based on past performance.

The interview scenarios for Critical Care Unit;

Why did you apply for CCU? - I have spent more than 20 hours in CCU for volunteer service before I graduate. I observed nurses and other coworkers, and following the them to help with patient care. I think I am familiar with the flow and equipment of the floor. I really love the experiences here, and I would like to utilize it.

Activity 3:

First, I have to really be prepared, the information needs to be organized before I have interview with the supervisor. I should have known the salary range that comparable to my responsibility. I should choose the starting point high to begin, but also have the lowest point in mind. Be willing to compromise but set limit, and have alternatives in mind. Prepare the knowledge as much as possible. Second, use proper communication skills when negotiating, such as clarifying and understanding, active listening, open minded, empathy, and honesty. Third, after goal has been reached, thank for the interview, and follow with the written note with my thank. The result should be satisfying.

