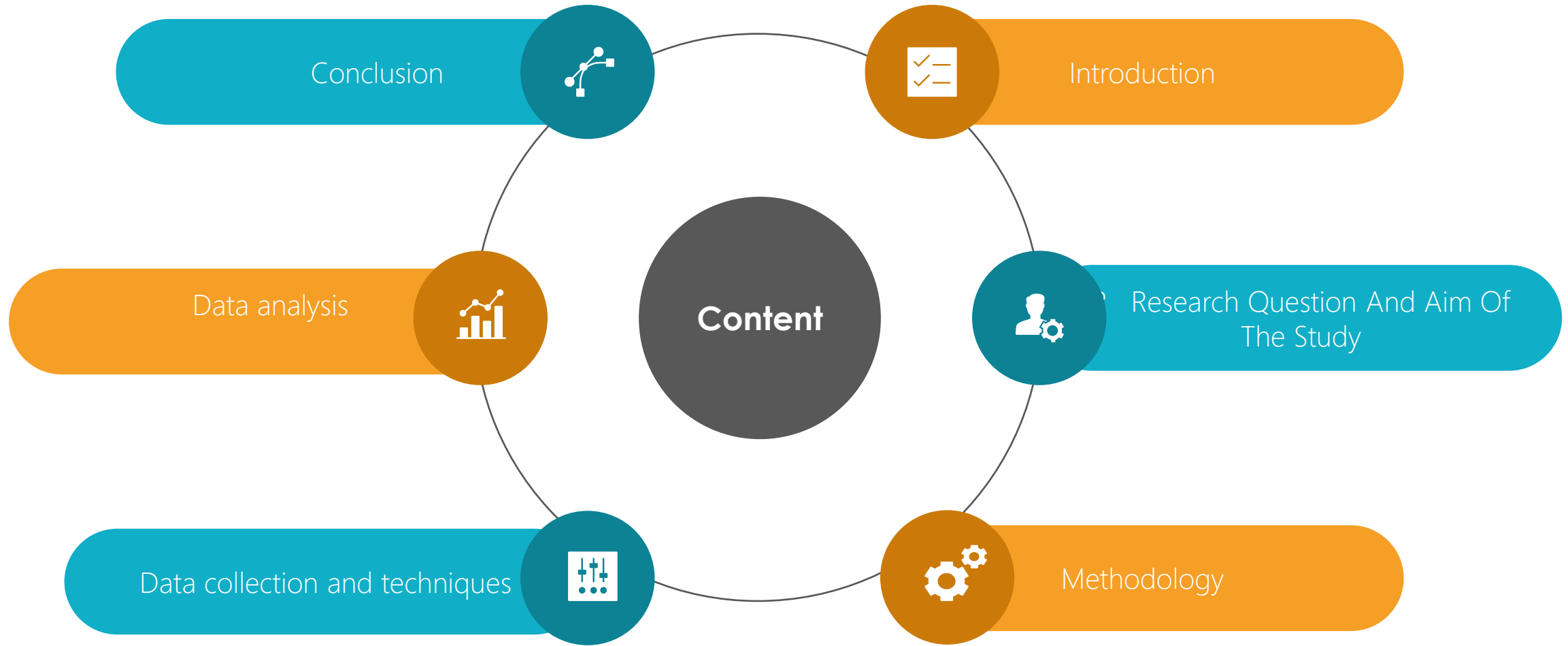




Role efficacy of nurses

Presentation

Project Analysis



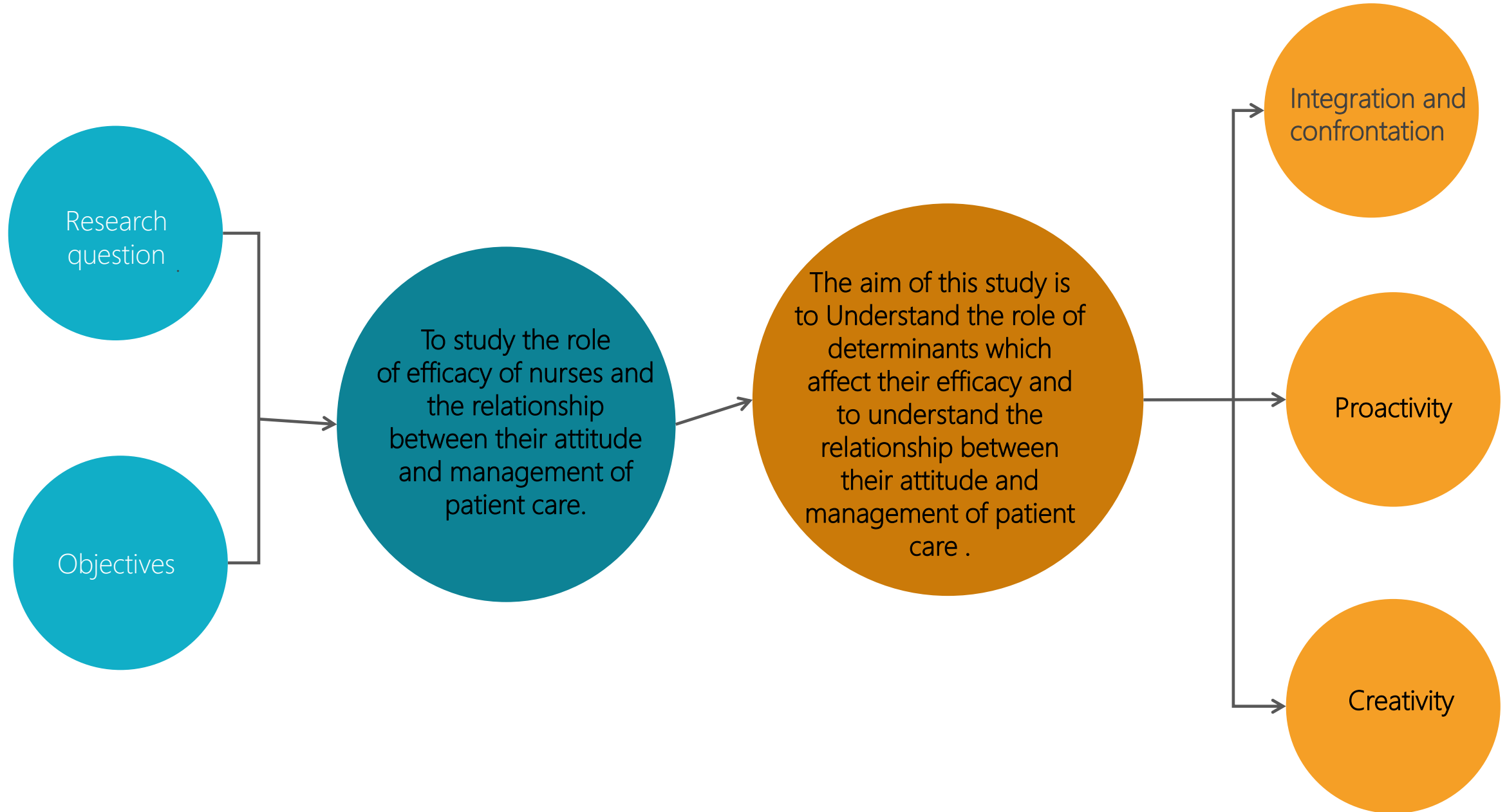
Introduction

- Hospital quality, efficiency, and nursing care often taken place independent of one another. Activities to assure the adequacy and performance of hospital nursing, improve quality, and achieve effective control of hospital costs need to be harmonized. Nurses are critical to the delivery of high-quality, efficient care. Lessons from Magnet program hospitals and hospitals implementing front-line staff-driven performance improvement programs such as Transforming Care at the Bedside illustrate how nurses and staff, supported by leadership, can be actively involved in improving both the quality and the efficiency of hospital care.
- **Assessment of nurse performance** plays an important role in guaranteeing high quality clinic care to achieve desired patient outcomes. The more skilled the workforce is, the easier it will be for the entire organization to adapt to changes that may arise in the domestic and global marketplace in the demand of its products and services.

Introduction

- Self-efficacy has a direct effect on clinical performance. As it increases, clinical performance increases and high quality of nursing is more effectively provided to patients. The corporate world has come to a stage where every employee of the organization looks for continuous growth and it is hence very important for the organization to keep him motivated so that the rising levels of attrition in every company can be reduced to a large extent. The first step to this would be to design the role in such a way that there is enough scope for effective contribution from the occupant's side towards achieving departmental and organizational goals. The employee will have to build on the role that is given to him and to what extent he contributes to the evolution of the role will be in his hand. With this, role efficacy will involve the potential effectiveness and evolution of the occupant and his role in an organization

Project Analysis



Project

Tools: Likert scale has been used to analyze the data prepared through developed checklists.

Data analysis:

Collected data will be analyzed through Microsoft excel.

The outcomes of analysis has been based year of working experience and age.

Ethical consideration:

The nursing management in the hospital has approved this study to perform over a period of time. They were brief about the aim of study and procedure of collecting the data. No confidential data has been taken or mentioned in the study.

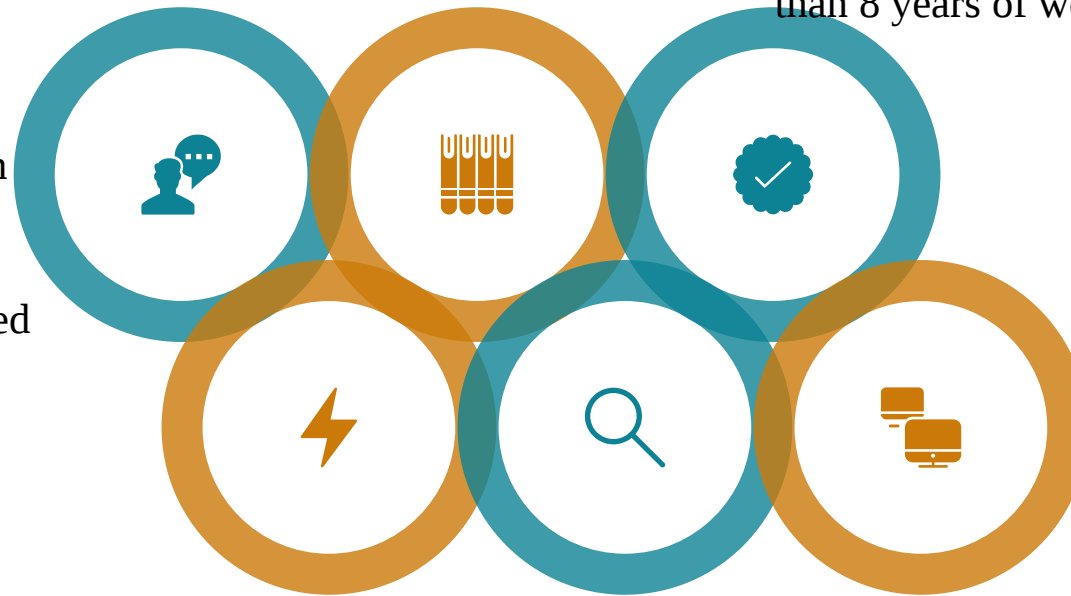
Data collection:

A checklist has been designed to determine the appropriate level of dimensions. Then it has been observed over a period of months, and rated accordingly from 1-5 scale. Sample size is 21. All of the staff in labor and delivery room are female's. The majority of them carrying experience of between minimum 2- and more than 8 years of working. Age range is 22-55 yrs.

Methodology

: This is an exploratory and observational study in which attitude and role has been observed on basis of age, experience, this study is descriptive in nature. Following are the dimensions used

- Integration
- Proactivity
- Creativity
- Confrontation
- Helping nature
- inter-role linkage
- .



Project determinants



Integration:

This role describes about their skills and strength, their special competencies for a particular task and responsibilities. Every person has their skills set personality and way of doing work in their ways with enhance their competencies and differentiate with others ,the more they use their skills the more they create r new opportunities and the higher the efficacy will be.



Proactivity

Proactivity means taking initiative and responsibilities instead of just responding to others expectations. If they take initiatives and in starting some activity the efficiency will be higher and if staff is active but no opportunities available then efficiency will be low



Creativity:

It is not only the initiative is important for efficacy, but the opportunities given to the people to be creative in their works and try out new ideas and increase their role efficacy and their performance.



Confrontation:

The tendency to confront problems and find relative solutions contributes efficacy, if the person avoids problems and shifts their role their efficacy will be low.

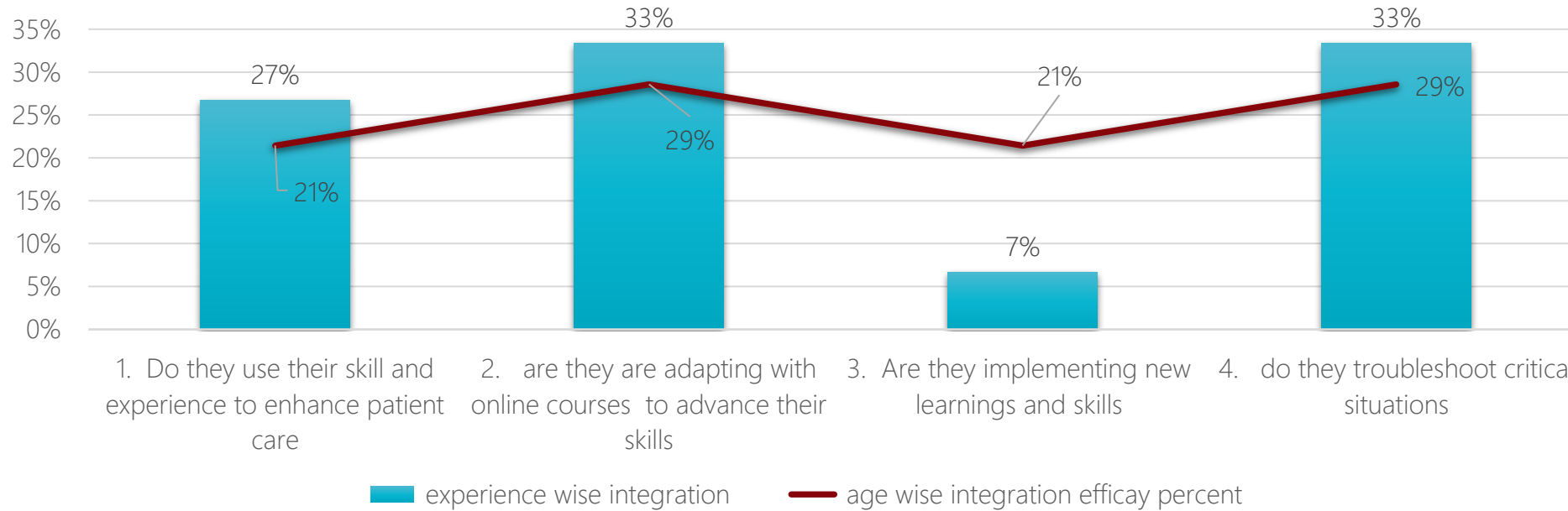


Inter-role-linking

linking of one's role with others role in the organization increase efficacy, if there's joint effort in understanding problems, finding solutions the chances of efficiency of employee in the organizations become high.

Project Analysis

Integration

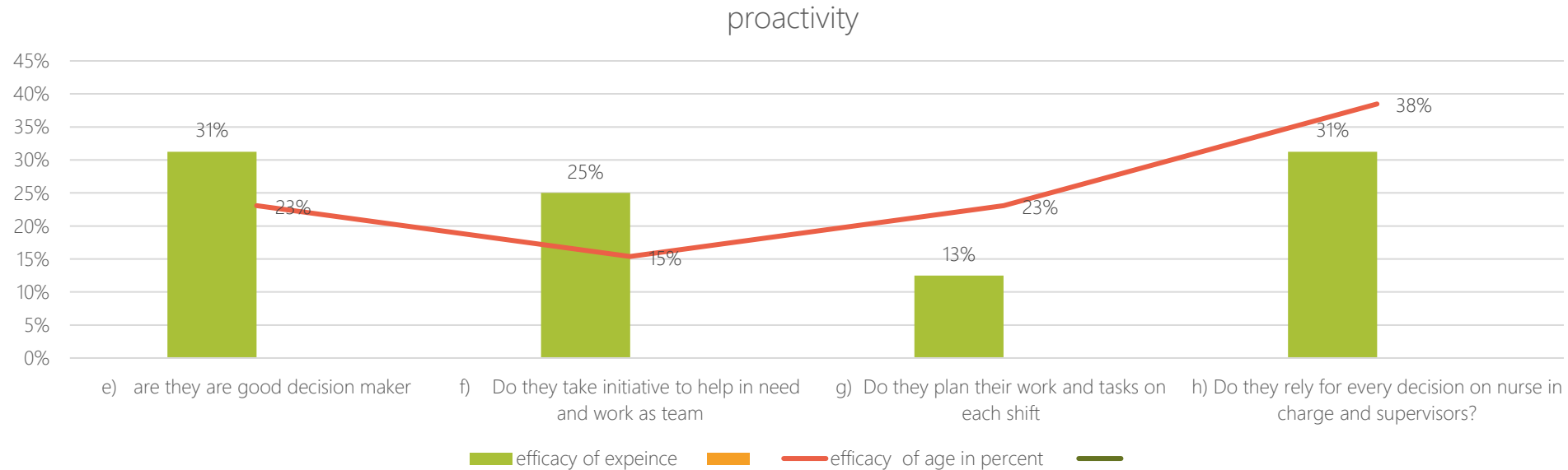


- ❑ 27% of nurses are using their skills in enhancing patient care with their years of experience.
- ❑ 33% of nurses are trying to adapt new skills and learning through online courses for training

- ❑ 7% of them only are able to implement new skills in their work and achieve efficiency in providing healthcare services.

33 % are very well performing in solving critical situations and they implement their knowledge and skill in handling emergencies which require instant actions.

Project Analysis

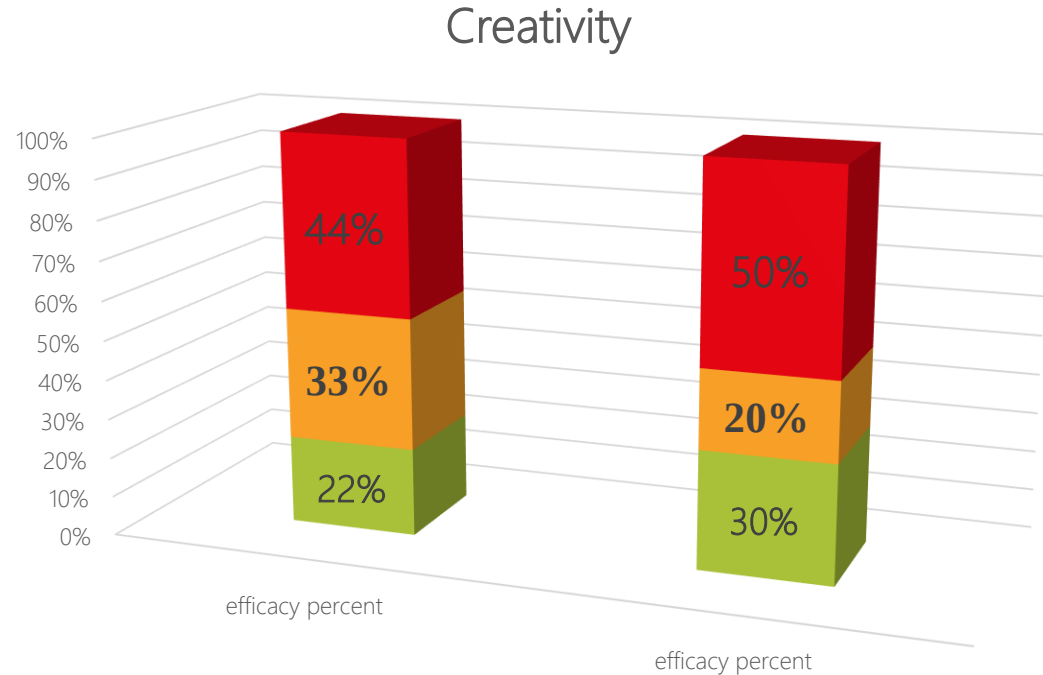


- ❑ 31% percent among them are good decision maker among all situations and tasks they handle
- ❑ 25% of them are able to take their decisions on their own and do not depend on in charge to tell what to do.

. 25% of them work efficiently as a team and approach teamwork whenever necessary. Many of them are good decision makers and take quick necessary actions in emergency situations and they believe in taking initiative for tasks and using opportunities for efficient growth and improvement. On basis of observations.

only 13% often able to plan work ,many of among them not able to plan their day during work and complete it by end of shift which is not efficient and the reasons are they are not getting opportunity to plan it as workload in the area is non defined and they are unable to take initiative.
31% of them rely on supervisors

Project Analysis



- k) are new training effective in enhancing patient care
- j) So they adapt new methods and learning and implement it
- Are they able to solve problem in new ways and hospital encourage them to take such initiatives



50% of them are using their learning to improve patient care these new online learning classes are effective in improving patient care.



20% among them are implementing trainings n learning



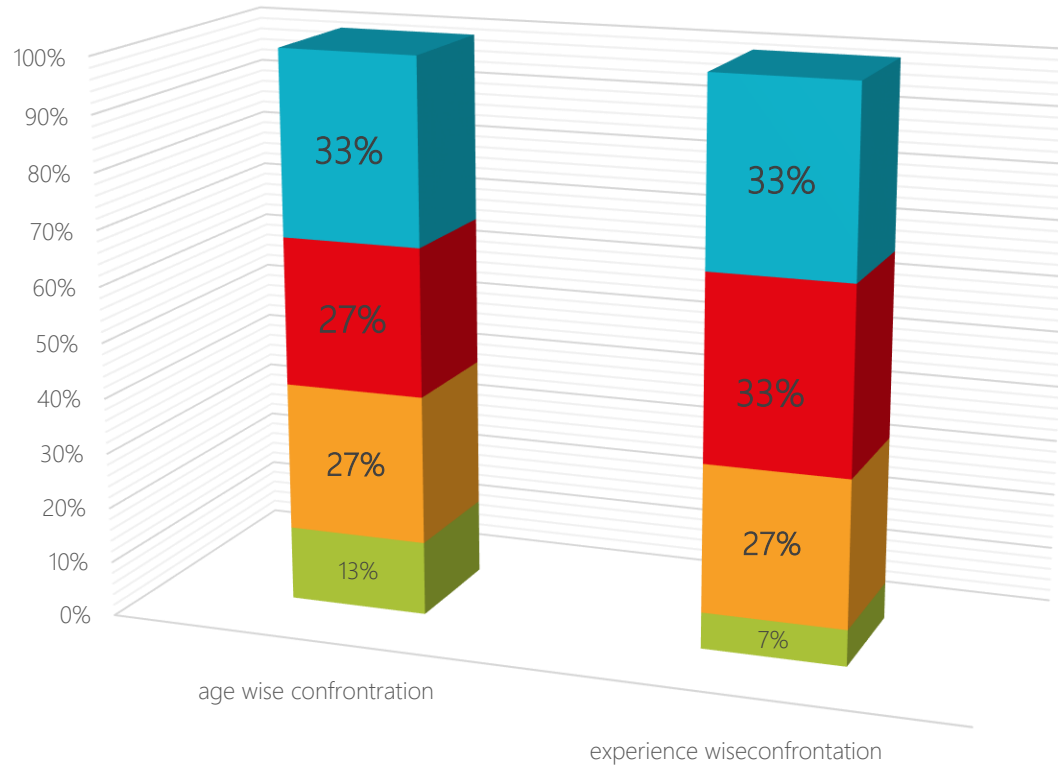
20% of them are able to solve tasks in new ways so they get opportunities and appreciation from the team and organization

Project Analysis



Confrontation

- 1. Do they avoid critical situations
- 2. Do they confront when they are wrong
- 3. do they avoid getting involved in other's situation
- 4. do they follow team approach?



33% of them follow a team approach whenever needed, they involve their co-worker to solve problems and they are ready to help.

33% of them avoid getting involved in situations they feel trouble in and feel irritated and does not want to involve others in solutions



only 27% of them confront themselves when they make mistakes instead of aiming for others or finding others faults in it.



7% of them avoid getting involved in situations and refer them to their supervisors, they try their best to solve it on their own, or something more critical they take help from supervisor and then they take decisions.

Project Analysis



Helping relationship: provide opportunity to give and receive help, if person performing a particular role they can get help from organization when the need arise, they are likely to show high efficacy.

It has been observed that administration staff provide resources and help when needed which make them feel important and they feel connected with organization, which increase the interest and efficacy of employees.



Inter-role-linking: linking of one's role with others role in the organization increase efficacy, if there's joint effort in understanding problems, finding solutions the chances of efficiency of employee in the organizations become high.

During the study it has been observed that they work closely with other concerned department but they do not like to work with different groups due to interpersonal conflict and less interaction with different areas departments.

Secondly they have all kind of resources able to help from administrative department they are easily approachable and helpful in resolving issues this show good relationship as well as good communication between nurses and administration staff.

Conclusion

The study of role efficacy of nurses was done on the basis of role of stress, role clarity and their role in the team. The report has concluded that role efficacy has an important impact on employee motivation, it means higher the employee role higher the efficacy and higher will be their motivation to put effort in work. This results in greater potential and organization efficiency. Overall we can say role efficacy of an employee is important for organization growth and development, at every level employee role is very important in an organization and their perception of growth, role importance, working place, culture, team and development from organization is an important factor which enhance the brand value in marketplace

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Thank You

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Excel will then open and you can edit the relevant data.

