

Application of Nursing Theory

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NR 520: Applied Theoretical Foundations, Scientific Inquiry, & Decision-making

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Introduction

Human Nursing Theory theories provide a foundational framework which helps guide evidence-based practice in healthcare, especially in nursing. These theories offer a structured approach to understanding and addressing patient care, helping nurses make informed decisions and developing effective interventions, leading to better patient outcomes and quality of care.

Internal organization data that is currently available on staffing shortages leading to poor patient outcomes may include metrics such as patient-to-staff ratios, incident reports, quality improvement programs, patient safety dashboards, nurse turnover rates, length of stay, readmission rates, and specific incidents such as medication errors or falls. The patterns seen in this data indicate a correlation between an increased workload and frequency of incidents, which suggests a possible relationship between staffing insufficiency and patient safety concerns. Also, increased workloads can result in burn-out, missed care, and errors, ultimately affecting overall patient safety and care.

This paper will further explore the issue of nursing shortages, highlighting the factors contributing to it, and introduce a theory to inform a proposed approach to addressing this issue. The theory will then be applied to develop concrete strategies and interventions, outlining how they can be implemented to improve nursing workforce retention, recruitment, as well as increase patient safety and quality of care overall.

Description of Issue or Problem

The critical issues of inadequate staffing and unsafe patient-nurse ratios are a global concern with serious implications for not only patient safety and overall outcomes, but also nurse burn-out, emotional exhaustion, and job dissatisfaction. Insufficient