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Nurse Commitment - Dr April L Jones Ph D - 2015-12-29
Modern multigenerational nursing cohorts come with their own unique challenges, but they can also be leveraged to retain staff and increase organizational effectiveness. The key, according to organizational psychology practitioner Dr. April L. Jones, PhD, is to identify and work with each generation’s unique values and work ethic. Nurse Commitment is the result of an extensive six-year organizational psychology study, published in the January 2015 issue of the Journal of Nurse Management and as a doctoral dissertation in the December 2014 issue of ProQuest. After examining the affective commitment of registered nurses in the baby boomer generation, Jones realized their commitment could be utilized to retain nurses from different generational cohorts, creating cross-generational ties and a robust organizational employee-development program. Retaining nurses is a major issue for health care organizations, resulting in unnecessary costs, poor work performance, and a loss of patient safety. Jones’s comprehensive and holistic approach focuses on the importance of a team approach to multigenerational and multicultural nursing cohorts. While tailored specifically to nursing, Jones’s methodology, research, and content applies to staffing matrices across the health care environment and in other industries. Discover the unique strength a cohesive multigenerational cohort brings to your organization's strategic retention plan and philosophy.

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The Future of Nursing - Institute of Medicine - 2011-02-08
The Future of Nursing explores how nurses’ roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA) enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a bachelor's degree to 80 percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles – including limits on nurses’ scope of practice – should be removed so that the health system can reap the full benefit of nurses’ training, skills, and knowledge in patient care. In this book, the Institute of Medicine makes recommendations for an action-oriented blueprint for the future of nursing.


From Student to Nurse - Ida Harper Simpson - 1979-12-12
In this study of student nurses at Duke University, Professor Simpson challenges earlier research by demonstrating that a professional school does socialise its students. In addition, by constructing a model that brings together competing theories of socialisation, she finds that socialisation is not necessarily cumulative or unidirectional. Conceptualisations that focus on individual students, such as those emphasising role modelling, student values or peer relations, obscure the most significant conditions and processes. The program of a school is the fundamental structure of occupational socialisation and this structure, not its students, should be blamed for failures and praised for success.

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Coping and Thriving in Nursing - Peter Martin - 2018-06-11
A unique guide to coping and thriving in the NHS today. The book is wholly practice-focused, speaking to current standards of care for patients, and current working conditions for staff in the NHS. Written by academics specialising in mental health, nursing and well-being, each chapter provides guidance and support to pre and post-registration nurses to manage and persevere as a nurse today. This essential first edition includes: Case studies Reflective practice Mindfulness exercises

Kozier & Erb's Fundamentals of Nursing Australian Edition - Audrey Berman - 2014-12-01
Kozier and Erb's Fundamentals of Nursing prepares students for practice in a range of diverse clinical settings and help them understand what it means to be a competent professional nurse in the twenty-first century. This third Australian edition has once again undergone a rigorous review and writing process. Contemporary changes in the regulation of nursing are reflected in the chapters and the third edition continues to focus on the three core philosophies: Person-centred care, critical thinking and clinical reasoning. Students will develop the knowledge, critical thinking and clinical reasoning skills to deliver care for their patients in ways that signify respect, acceptance, empathy, connectedness, cultural sensitivity and genuine concern.

Workplace Mental Health Manual for Nurse Managers - Lisa Y. Adams, PhD, MSc, RN - 2014-07-17
"This text provides a comprehensive overview, if not thesis, of the contributing factors to workplace stress and how to revisit [them] and our own mental health. How can nurses and health care workplaces expect to offer health and healing when such basic foundational human dynamics of mental health are not addressed? This work opens the door to both the dynamics and the deep dimensions of the root issues facing humanity and our places of work..." - Fay Louise Bower, RN, AHN-BC, FAAN (From the Foreword) "This is a wonderful addition to leadership and management personnel and a good resource for any nurse. Too often nurses hide these issues and we need to make others aware of what can occur and take steps to bring these conditions out in the open. It is definitely a worthwhile addition to any nursing library Weighted Numerical Score: 100 - 5 Stars!" -- Doody's Book Reviews Today's health care landscape has brought many changes, challenges, and even turmoil to the workplace; stressors that can threaten the mental health of even the most stalwart and resilient of nurses. Targeting the complex set of stressors found in health care work environments, this unique, practical resource describes the impact of bullying, harassment, addictions, violence, and other triggers and the resulting adverse physical and behavioral responses in these facilities. It presents evidence-based strategies to help health care professionals cope with unhealthy work environments. The book describes the characteristics of health care work environments that promote stress at personal and organizational levels, and their impact on the mental health of individuals working in them. It offers insights into how to bring into focus the role of the health care institution, workplace management, and individual employee in fostering both healthy and unhealthy work environments. The book investigates a variety of situations that can erode mental health among coworkers and offers evidence-based improvement strategies for creating healthier, more respectful workplace environments.

Join nursing expert Fay L. Bower and business/sociology professor William A. Sadler as they outline a solution using a new paradigm of aging: the Third Age, a period of life stretching from 50 to 75 that can be an energizing time of renewal and growth. Why Retire? Career Strategies for Third Age Nurses offers strategies for: Rethinking retirement, Tapping expertise of Third Age nurses, Directing nursing careers, Retaining senior nurses, Creating tomorrow's nurse workforce, Expanding personal freedom.

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Case studies; specific program development initiatives; and examples of personal, professional, and organizational approaches to ameliorate adverse behaviors are included. Readers of this book will be well armed to cope with any unprofessional, disrespectful behavior that they might encounter in their professional practice.

State-of-the-Science Invitational Conference, Nursing Resources and the Delivery of Patient Care - 1988

Crisis Care Nurses' Perceived Leadership Practices, Organizational Commitment, and Job Satisfaction - Ngozi I. Moneke - 2016-12-28

My writing of this book has evolved over the past thirty-six years of professional nursing practice. These were my first efforts as an author, which were published in 2013: Promoting a Culture of Safety: Preventing Central Line Infections in Weill Cornell Medical Center, which used a performance improvement process to lower the rate at which critically ill patients in cardiac care developed central line infections, and Factors Influencing Critical-Care Nurses' Perception of their Overall Job Satisfaction: An Empirical Study, which used a correctional approach and was statistically analyzed to determine the perception of critical-care nurses of their manager's leadership style and its effect on their job satisfaction. Having been on the receiving end of leadership behaviors gave me a firsthand opportunity to observe these diverse nurse leaders at both extremes of the spectrum from laissez-faire leadership style to dictatorial leadership style and everything in between.

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Covering the financial topics all nurse managers need to know and use, this book explains how financial management fits into the healthcare organization. You'll study accounting principles, cost analysis, planning and control management of the organization's financial resources, and the use of management tools. In addition to current issues, this edition also addresses future directions in financial management. Chapter goals and an introduction begin each chapter. Each chapter ends with Implications For The Nurse Manager and Key Concepts, to reinforce understanding. Key Concepts include definitions of terms discussed in each chapter. A comprehensive glossary with all key terms is available on companion Evolve® website. Two chapter-ending appendices offers additional samples to reinforce chapter content. Four NEW chapters are included: Quality, Costs and Financing; Revenue Budgeting; Variance Analysis: Examples, Extensions, and Caveats; and Benchmarking, Productivity, and Cost-Benefit and Cost-Effectiveness Analysis. The new Medicare prescription bill is covered, with its meaning for healthcare providers, managers, and executives. Coverage now includes the transition from the role of bedside staff nurse to nurse manager and nurse executive. Updated information includes current nursing workforce issues and recurring nursing shortages. Updates focus on health financing and the use of computers in budgeting and finance. New practice problems are included.


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To Act As a Unit - John D. Clough - 2006-06-01

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Essentials of Psychiatric Mental Health Nursing - E-Book - Elizabeth M. Varcarolis - 2020-07-16

A 2017 AJN Book of the Year Award winner, Essentials of Psychiatric Mental Health Nursing: A Communication Approach to Evidence Based Care, 4th Edition, offers the perfect balance of essential nursing interventions and clinical content. It incorporates a reader-friendly style, and an emphasis on therapeutic communication and evidence-based practice. Perfect for short-term psychiatric nursing courses, this streamlined psychiatric mental health text includes need to know information and key DSM-5 content you need to pass your course and prepare for the NCLEX®. A neurobiology of the brain teaching tool provides a visual depiction of how the disorder affects brain function — and what drugs are used to treat it. Additionally, this new edition includes Giddens Concept boxes, Integrative Care boxes, updated clinical disorders chapters, and new use of nursing diagnosis language International Classification for Nursing Practice (ICNP) which smoothly your transition into practice, as this is a common language that is found in electronic health records. The new evidence-based practice features includes a visual depiction on how the disorder affects brain function and what drugs are used to treat the disorder. Applying Evidence Based Practice boxes throughout the clinical chapters pose a question, walk you through the process of gathering evidence-based data from a variety of sources, and present a plan of care based on the evidence. Vignettes describing psychiatric patients and their disorders add more practical application to the chapter material. DSM-5 diagnostic criteria identify medical diagnostic criteria for most major disorders. Additional sample symptom case studies; specific program development initiatives; and examples of personal, professional, and organizational approaches to ameliorate adverse behaviors are included. Readers of this book will be well armed to cope with any unprofessional, disrespectful behavior that they might encounter in their professional practice.

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The Administration's Proposed Fiscal Year 2005 Budget for Veterans' Programs - United States. Congress. Senate. Committee on Veterans' Affairs - 2005

This edition of the highly acclaimed Management and Leadership for Nurse Managers offers theoretical and practical perspectives on the major management functions as they are practiced in today's organizations. The author introduces current and future nurse managers to the challenges of planning, organizing, leading, and controlling. The most recent research on management theory is incorporated throughout the book in the context of its practical application. New coverage includes total quality management, pay-for-performance, the rising temporary workforce, and downsizing.

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Retaining Professional Nurses - Judith F. Vogt - 1983

Reflective Practice in Nursing - Lioba Howatson-Jones - 2010-07-26
Reflection enables us to make sense of, and learn from, experiences that can seem uncertain, chaotic or even mundane. It is a core skill that student nurses must grasp to develop professionally, and is a requirement of the professional standards. This book introduces student nurses to reflection in a clear and practical manner. It shows different ways of using reflection to learn and develop as a practitioner, including exploring personal experiences. It gives practical tips on using reflection throughout the pre-registration programme and empowers the student nurse to take ownership of their own learning by developing this important skill.

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Provides detailed coverage of a number of specialty areas within critical care nursing including intensive care, emergency nursing, cardiac nursing, neuroscience nursing and acute care. It will encourage students to be reflective practitioners, ethical decision makers and providers of evidence based care. Australian authors.

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Care Nursing 2e reflects the expertise of ACCCN's highly-qualified team of local and international critical care nurses and students to develop world-class critical care nursing skills in order to ensure delivery of the highest quality care. Endorsed by the Australian College of Critical Care Nurses (ACCCN), this 3rd edition presents the expertise of foremost critical care leaders and features the most recent evidence-based research and up-to-date advances in clinical practice, technology, procedures and standards. With each edition, ACCCN's Critical Care Nursing has built on its highly respected reputation. Its contributors aim to encourage and challenge practising critical care nurses and students to develop world-class critical care nursing skills in order to ensure delivery of the highest quality care. Endorsed by the Australian College of Critical Care Nurses (ACCCN), this 3rd edition presents the expertise of foremost critical care leaders and features the most recent evidence-based research and up-to-date advances in clinical practice, technology, procedures and standards. Expanded to reflect the universal core elements of critical care nursing practice, Aitken, Marshall and Chaboyer, have retained the specific information that captures the unique aspects of contemporary critical care nursing practice, such as paediatric considerations, trauma management and organ donation.

Presented in three sections: - Scope of Critical Care - Principles and Practice of Critical Care - Speciality Practice Focus on concepts that underpin practice - essential physical, psychological, social and cultural care New case studies elaborate on relevant care topics practice tips highlight areas of care particularly relevant to daily clinical practice Learning activities support knowledge, reflective learning and understanding Additional case studies with answers available on evolve NEW chapter on postanaesthesia recovery Revised coverage of metabolic and nutritional considerations for the critically ill patient Aligned with the NEW ACCCN Standards for Practice

Role Development in Professional Nursing Practice - Kathleen Masters - 2014
Role Development in Professional Nursing Practice, Third Edition examines the progression of the professional nursing role and provides students with a solid foundation for a successful career. This essential resource includes recommendations from current research and utilizes a comprehensive competency model as its framework.Key Features:* Incorporates the Nurse of the Future (NOF): Nursing Core Competencies, based on the AND Standards of Clinical Nursing Report, and QSEN competencies, throughout the text * "Competency Boxes" highlight knowledge, skills, and abilities (KSAs) required of the professional nurse * Includes new case studies and content congruent with recommendations from the Carnegie Foundation and the Institute of Medicine * Provides updated information on evidence-based research, informatics, legal issues, the healthcare delivery system, and future directions/ Accompanied by Instructor Resources: Save time with a Test Bank and sample syllabi* Encourage critical thinking using sample professional development assignments* Plan classroom lectures using PowerPoint Presentations created for each chapterNAVIGATE eFolio: Role Development in Professional Nursing Practice, a fully supported and hosted online learning solution featuring an ebook and course management tools is also available for this text. Navigate eFolio transforms how students learn and instructors teach by bringing together authoritative and interactive content aligned to course objectives, with student practice activities and assessments, an ebook, and reporting tools For more information visit go.elsevier.com/Mastersefolio.
A fresh approach for computation of variances that is easier to understand. NEW! Addition of comparative effectiveness research to chapter 18 (Benchmarking, Productivity, and Cost Benefit and Cost Effectiveness Analysis) covers a recent evidence-based recommendations. NEW! Addition of nursing intensity weights, another approach for costing nursing services, to chapter 9 (Determining Health Care Costs and Prices), lets you make decisions about what method works best for you.

Professional Nursing Concepts/Competencies for Quality Leadership - Anita Finkelman - 2017-12-01

Professional Nursing Concepts/Competencies for Quality Leadership - Anita Finkelman - 2017-12-01

Issues in Nursing Research, Training, and Practice: 2011 Edition is a ScholarlyEditions™ eBook that delivers timely, authoritative, and comprehensive information about Nursing Research, Training, and Practice. The editors have built Issues in Nursing Research, Training, and Practice: 2011 Edition on the vast information databases of ScholarlyNews™. You can expect the information about Nursing Research, Training, and Practice in this eBook to be deeper than what you can access anywhere else, as well as consistently reliable, authoritative, informed, and relevant. The content of Issues in Nursing Research, Training, and Practice: 2011 Edition has been produced by the world’s leading scientists, engineers, analysts, research institutions, and companies. All of the content is peer-reviewed sources, and all of it is written, assembled, and edited by the editors at ScholarlyEditions™ and available exclusively from us. You now have a source you can cite with authority, confidence, and credibility. More information is available at http://www.ScholarlyEditions.com/.

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A Practical Guide to Recruitment & Retention - Shelley Cohen - 2005
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Helping the Nurse Manager “make time” for staff: Improving interview skills and hiring techniques. Employee and family-friendly policies and procedures. Expanding the EAP program. Focus on flexible orientation processes. Surprising staff with the unexpected. 

Executive’s role in recruitment and retention: Establishing an educational pipeline. Working with Junior and Senior High Schools to secure recruitment and retention metrics. To top things to do not to do in recruitment: What’s the work in the non-healthcare environment. Learning Objectives to identify the major disadvantages of high staff turnover. Identify diversity characteristics. Discuss strategies for managing diversity. Identify the major disadvantages of high staff turnover. Identity diversity characteristics. Discuss strategies for managing diversity. Identify the major disadvantages of high staff turnover. Identify diversity characteristics. Discuss strategies for managing diversity.

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Nursing Research in Canada - E-Book - Geri LoBiondo-Wood - 2014-04-22

The third edition of Nursing Research in Canada provides a comprehensive introduction to research concepts and methods. Easy to understand and set entirely within a Canadian context, this new edition examines the various roles of research in nursing, application and analysis, and coverage of evidence-informed practice. The companion study guide allows students to further practice and hone the critiquing skills discussed in the textbook. Improved balance of coverage of qualitative and quantitative research. Introduction of Practical Application boxes throughout Discussion of the use of new technologies in nursing research. Enhanced practical examples of conducting, using and applying research findings.

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Nursing and Midwifery Research - Zevia Schneider - 2016-01-18

Nursing and Midwifery Research: methods and appraisal for evidence-based practice. Fifth edition has been fully revised and updated to include the latest developments in Australian and New Zealand nursing and midwifery practice. It is an essential guide to developing research skills, critically appraising research literature and applying research outcomes to practice. Visit http://evolve.elsevier.com/AU/Schneider/research/ for additional resources. Student resources. An Unexpected Hurdle—concise suggested answer guides for alternatives to study design. Learning Activities—answers to end-of-chapter tests. Research Activities and Questions—exploring the themes of each chapter through examining qualitative, quantitative and mixed methods studies. Time to Reflect—supporting answer guides for further reflection on ideas explored within each chapter. Glossary. Instructor resources. Tutorial Triggers—answer guides to tutorial activities, designed to initiate class discussions and further debate based on content within the chapter. PowerPoint presentations for each chapter. Chapters on Indigenous approaches to research and ‘A research project journey: from conception to completion’. An Unexpected Hurdle—exploring challenges to overcome in research. Time to Reflect—refocusing on the topic of each chapter. Contemporary research articles selected for each chapter. Questions developed for further study on Evolve Expanded and updated glossary of terms and definitions.

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Leadership and Nursing Care Management - E-Book - Diane Huber - 2014-03-12

Uniquely organized around the AONE competencies, this trusted resource gives you an easy-to-understand, in-depth look at today's most prevalent nursing leadership and management topics. Coverage features the most up-to-date, research-based blend of practice and theory related to topics such as: the nursing professional's role in law and ethics, staffing and scheduling, delegation, cultural considerations, care management, human resources, outcomes management, safe work environments, preventing employee injury, and time and stress management. UNIQUE! Chapters divided according to AONE competencies for nurse leaders, managers, and executives. Research Notes in each chapter summarize relevant nursing leadership and management studies and highlight practical applications of research findings. Case Studies at the end of each chapter present real-world leadership and management situations and illustrate how key concepts can be applied to actual practice. Critical Thinking Questions at the end of each chapter present clinical situations followed by critical thinking questions to help you reflect on chapter content, critically analyze the information, and apply it to the situation. NEW! Fall-color design makes chapter on Communication and Care Coordination easier to read and realistic. NEW! Chapter on Communication and Care Coordination covers these integral topics. NEW! Updates to critical thinking exercises, case studies, research notes, and references offer the most current information. NEW! Updated sections on Current Issues and Trends reflect the latest topics in the field. NEW! Relevant Web sites boxes provide authoritative resources for additional research.

Research Anthology on Nursing Education and Overcoming Challenges in the Workplace - Management Association, Information Resources - 2021-06-25

Nursing care professionals are an essential part of the medical profession, known for their care and the assistance that they offer to patients. However, nurses must also tackle the challenges of the modern workplace, including the utilization of new technologies, gender inequality, negative work environments, navigating exclusionary behaviors such as incivility and bullying and relieving stress and burnout. As such, it is crucial for nurses, nurse managers, and other medical professionals to remain up to date with the latest education and
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Nurse Manager Engagement - Barbara Mackoff - 2010-10-25

Nurse Manager Engagement: Strategies for Excellence and Commitment is based on the groundbreaking and highly regarded national “Nurse Engagement Study” project funded by The Robert Wood Johnson Foundation. The book builds upon the key ideas in the study by including examples from Dr. Mackoff’s conversations and key teaching points from her work with several hundred nurse managers in the three years following this innovative study. Nurse Manager Engagement offers a groundbreaking approach one that distinguishes it from other nurse management books by a focus on building a model of the solution rather than a description of the problem. It focuses on the crucial role of the nurse manager in engaging staff nurses and building a pipeline for future nurse leadership.

Leading and Managing in Nursing - E-Book - Patricia S. Yoder-Wise - 2018-11-14

Help students prepare for the NCLEX® and their transition to practice! Organized around the issues in today’s constantly changing healthcare environment Leading and Managing in Nursing, 7th Edition, offers an innovative approach to leading and managing by merging theory, research, and practical application. This cutting-edge text includes coverage of patient safety, consumer relationships, cultural diversity, resource management delegation, and communication. In addition, it provides just the right amount of information to equip students with the tools they need to master leadership and management, which will better prepare them for clinical practice. UPDATED! Fresh content and references related to conflict (mediation and arbitration), personal/personnel issues, violence and incivility, and delegation included in their respective chapters. Separate chapters on key topic areas such as cultural diversity, consumer relationships, delegation, managing information and technology, legal and ethical issues, and many more. Eye-catching full-color design helps engage and guide students through each chapter.

Caring for the Vulnerable: Perspectives in Nursing Theory, Practice, and Research - Mary de Chesnay - 2008

Within an expanding field of study in both undergraduate and graduate nursing curricula, Caring for the Vulnerable explores vulnerability from the perspective of individuals, groups, communities and populations, and addresses the implication of that vulnerability for nurses, nursing, and social work. It describes the many ways in which vulnerability affects patients and healthcare workers, and presents strategies that can shape nurses' practice.

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Nursing Leadership & Management, Fourth Edition provides a comprehensive look at the knowledge and skills required to lead and manage at every level of nursing, emphasizing the crucial role nurses play in patient safety and the delivery of quality health care. Presented in three units, readers are introduced to a conceptual framework that highlights nursing leadership and management responsibilities for patient-centered care delivery to the patient, to the community, to the agency, and to the self. This valuable new edition: Includes new and up-to-date information from national and state health care and nursing organizations, as well as new chapters on the historical context of nursing leadership and management and the organization of patient care in high reliability health care organizations Explores each of the six Quality and Safety in Nursing (QSEN) competencies: Patient-Centered Care, Teamwork and Collaboration, Evidence-based Practice (EBP), Quality Improvement (QI), Safety, and Informatics Provides review questions for all chapters to help students prepare for course exams and NCLEX state board exams Features contributions from experts in the field, with perspectives from bedside nurses, faculty, directors of nursing, nursing historians, physicians, lawyers, psychologists and more Nursing Leadership & Management, Fourth Edition provides a strong foundation for evidence-based, high-quality health care for undergraduate nursing students, working nurses, managers, educators, and clinical specialists.