The Effect of High Patient to Nurse Staffing Ratio on Nurses at Allied hospital Faisalabad

[1]Zubaida, [2]Shafquat Inayat

[1]*Email Address:* Zaarokhan@yahoo.com, Reg No: BScN 60153049

[2]*Email Address:* Shafquat.rana@hotmail.com, 03345886160

Abstract: **This study shows the frequency of stress and depression accumulated fatigue and job dissatisfaction in female nurses working in medical wards of Allied hospital Faisalabad. This descriptive cross-sectional study was conducted at Allied hospital FSD. All nurses of medical wards were fulfilled the questionnaires. The data would be analyzed using SPSS version 20. Descriptive statistics would be performed to analyzed data. My results showed that 70.8% of nursing staff had depression and stress. The major problems were heavy work load (91.7%), severe shortage of nurses (91.7%). Nurses were not satisfied with their job (79.2%). Nurse's depression can be decrease by increase the ratio of nurses (N=42, 87.5%). Nurses were have not enough time to complete their work effectively (N=33, 68.2%). (N=38, 79.2%) nurses were reported that they were felt stifled or held back in your personal or professional life. The frequency of depression among nurses is reasonably high. Prolonged exposure to such depression without correct coping strategies may emerge as a potential risk factor for the disease. The rate of anxiety, stress and job dissatisfaction was very high in nurses.**

Keywords: **Staffing Ratio, Frequency of depression, Professional life.**

1. INTRODUCTION

Introduction:

Nursing is a difficult profession which needs a sound physical and mental health. This study focuses on the impact of nurses. Allied hospital FSD faced with an anticipated gap between supply and demand of nurses over the past decade. In this hospital the ratio of nurses to patient is extremely high and disappointing. High nurse patient ratios effect on the health of nurses. The heavy workload of hospital nurses is a major problem for health care system. Nurses experiencing stress and burnout may not be able to perform efficiently and effectively because their physical and cognitive resources may be reduced. This suboptimal performance may affect patient care and its safety workload can be a factor contributing to errors (Vincent C, Taylor- Adams S, Stanhope N., 1998. Errors have been classified as slips and lapses or execution errors and mistakes or knowledge errors (Reason J, 1990) . Nurses are experiencing higher workload than over before due to four main reasons (1) increase demand for nurses (2) insufficient supply of nurses (3) decrease staffing and increase overtime (4) decrease in patient's length of stay. Demand of nurses is increasing as the result of increase population. Supply of nurses is not sufficient to meet the current health care needs. Nurses suffer from depression due to over workload. Nurses do not satisfy with their job. A heavy workload can lead to distress (e.g., cynicism, anger and emotional exhaustion) and burnout (Crickmore R.A, Aiken L.J, Clarke SP ,Sloane DM ,et al.,1987).

Satisfaction of nurses will impact on quality of work and continuing of the nursing profession in the same hospital for the long time (Ni,C.,Liu,X.,Hua,Q.,Lv,A.,wang,B.,&Yan,Y.2010). Low nurse to patient ratio cause poor health care of the patient. Job satisfaction of nurses is the great importance between mentally satisfied nurses do well and keep on working in the same institute (Gianfermi, R.E., & Buchholz, S.W, 2011) (Kaddourah, B.T., Khalidi, A., Abu-Shaheen, AK., & Al Tannir, M.A., 2013). The nurse patient ratio in the nurses has huge workload in Pakistan and nurse to patient ratio is 1:50

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in hospitals. Therefore nurses working in the hospitals setting in Pakistan are enormously over loaded. Whereas the ratio prescribed by PNC is 1:10 in general areas and 2:1 in specialized areas (accessed 2015 January 05). In teaching hospitals the nurse to patient ratio is 1 nurse for 3 beds. Due to low nurse to patient ratio, nurses take care of many patients and fulfill many tasks. Thus nurses are overburdened and too much victims of job stress and depression. Sever and moderate level of occupational stress decreases nurses overall health including mentally and socially(Bhatia N ,Kishore J ,Anand T ,Jiloha RC.,2010)(Demerouti E ,Bakker AB ,Nachreiner F ,&Schaufeli WB, 2004). Nurses are not pleased with their job due to overburden of patients. Nurse to patient ratio is necessary to make sure the safety of patients and nurses. Inadequate ratio is harmful for patients and nurses. Nurses in Allied hospital FSD are overburdened as the nurse to patient ratio is low. A heavy nursing workload can lead to distress (Crickmore R.A.1987) and burnout (AikenLJ ,Clarke SP ,Sloane DM ,et al.,1987-93). Workload can be a factor contributing to errors (Rerson J, 1990)(Vincent C ,Taylor-Adams S ,Stanhope N,1998). Lack of job satisfaction for employees not only leads to high turnover rates but could also have detrimental effects on the individual like burnout (Mrayyan, 2005).

Problem statement

According to that, the effects of increased workload, low job satisfaction, and work-related stress on nurses can negatively effect on patient care and health of nurses. Therefore, it is important to assess the job outcomes of nurses to ensure that they are optimally utilized. Exploring the role of the nurse may influence and provide an understanding of the negative effects of work-related stress, job dissatisfaction, and quality of patient care, thus resulting in future retention of nurses at the bedside.

Significances:

The importance of this study is to examine the impact of nursing shortage of nurses in Allied hospital Faisalabad .It highlights the scale of the challenge of nursing shortages. Nurse to patient ratio is effect on nurse's health and outcome of the patients. Shortage of nurses causes the poor health care to the patients. It is also badly effect on the health of nurses. Nurses suffer from depression due to over workload. Balance between demand and supply of nurses improve the health care to the patients. Nurse patient ratio should be balance. There should not difference between nurse patient ratios. It is most important for the health of nurses. Nursing care is the best indicator of patient's satisfaction with health care facilities. Nursing care is one of the major components in the patient care administration. This study shows us the existing nurse patient ratio in Pakistan is nearly 1:50 whereas the ratio set down by the Pakistan Nursing Council is 1:10 in general areas and 2:1 in specialized areas.

2. MATERIAL AND METHOD

The study design is descriptive cross sectional. This study was performed in medical wards in Allied hospital FSD. The study subjects were female registered nurses. Nurses have different working experiences. Data was collected by using a set of questionnaires. The questionnaire was filled from registered nurses. Convenient non probability method was used to access subjects. The study duration was 4 weeks from 1st April to 30 April 2017. The calculated sample was 48 subjects. Data was collected after the approval by nursing superintendent allied hospital FSD for collecting the data. Permission for conducting study was obtained from Allied hospital FSD. The participation of subjects was voluntary. Subjects were recruited by convenient non probability method and prior permission for data collection in the morning shift, evening shift and night shift. . The pilot study also served to test the feasibility of the study and the clarity and practicability of the data collection tool. It was carried out on 10 nurses from different departments in Allied hospital FSD.

3. DISCUSSION

Nurses are the backbone of our health care system. They take care of the patients round the clock and are constantly under physical and mental stress. In order to perform their duties with care and dedication they must be stress free and satisfied with the job environment. Their job dissatisfaction can produce stress and depression with resulting down fall in job performance. Based on the present study, it is evident that depression attributed to nurses has already taken its root among them, and it is matter of great concern. All nursing officers represented to the sample from medical wards of Allied hospital Faisalabad. All nursing officers have returned their complete questionnaires. All nurses were female nurses (100 %). The significant number of nurses (N = 44, 91.7 %) reported that they are grow impatient due to high patient to

nurse staffing ratio. The study reveals that nurse's depression can be decrease by increase the ratio of nurses (N=42, 87.5%). The significant number of nurses (N=45, 93.8%) are disappointed due to high work load. It is evident in this study that, shortage 0f nurses is caused stress and depression in nurses (N=34, 70.8%). According to the research findings, that there are very low nurse staffing ratio in medical wards of Allied hospital FSD. The study show that in high patient to nurse staffing ratio nurses are not deal all the patient at a time. The significant number of nurses (N=46, 95.8%) nurses are exhausted at the end of the duty. The study show that nurses are changed their behavior in high patient to nurse staffing ratio (N=41, 85.4%).Nurses are have not enough time to complete their work effectively (N=33, 68.2%). It is evident in this study that, nurses are felt pain in your body due to shortage of nurses at the end of their duty (N=45, 93.8%).My study is also show that nurses change their emotional state due to over work loaded (N=43, 89.6%). Job stress leads to poor performance at work and negatively affects the health of an individual. Stress leads to poor quality of care, affects career longevity, and causes personal distress. This study showed that nurses are dissatisfied with their job due to over work load. The nurses complained of poor working environment of the hospital with shortage of nurses. Workload was identified in the research as being one of the most important sources of stress and depression. The most obvious source of excessive workload is nursing staff shortage. The number of patients attended by the nurses in Pakistan is much more than internationally followed patient nurse ratio. Job satisfaction to relieve the nursing work related stress (Healy CM, McKay MF, 2000).

4. CONCLUSION

The research findings reveal that nurses are consistently working long over stretched shifts due to staff shortage. The frequency of depression among nurses is reasonably high. The levels of job stressors and accumulated fatigue in nurses are very higher due to high patient to nurse staffing ratio in medical wards of Allied hospital FSD. The administration needs to customize their strategies for the recruitment and retention of nurses. The strategies should take into consideration the specific work settings that are experiencing negative nursing outcomes (poor patient care). The strategies should also aim to train that help nurses better manage their emotions.

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