

Nagindas Khandwala College Empowered Autonomous  
Human Resource Management  
SEM VI (2023-2024)

TOPIC: Employee Survey of Nurse.

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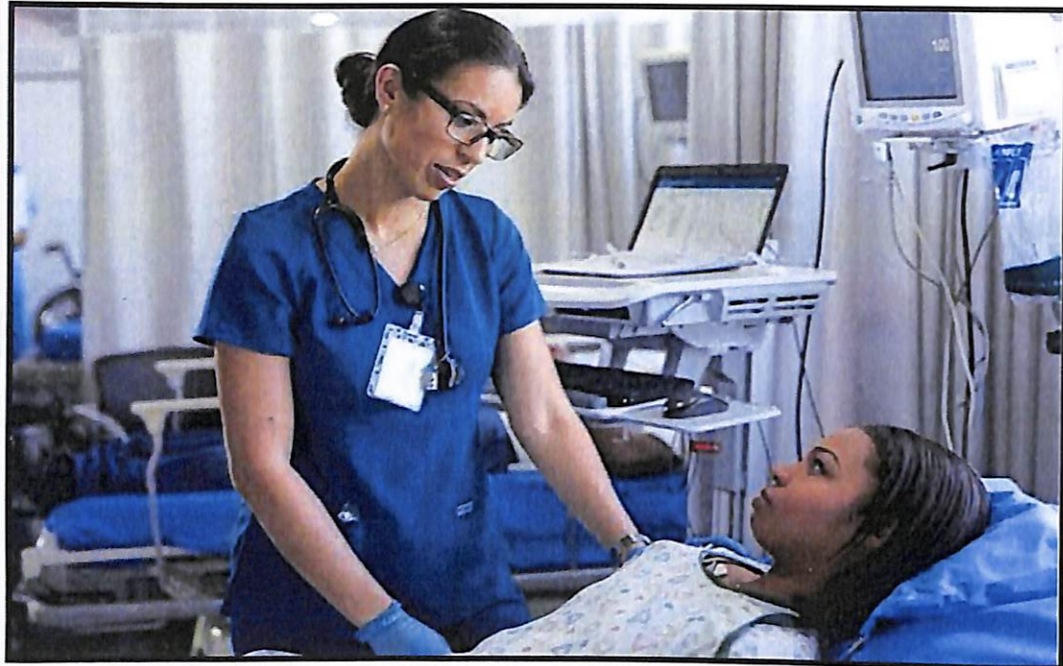
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## Introduction :

Nursing is a profession within the healthcare sector focused on the care of individuals, families, and communities so they may attain, maintain, or recover optimal health and quality of life. Nurses can be differentiated from other healthcare providers by their approach to patient care, training, and scope of practice. Nurses practice in many specialties with differing levels of prescription authority. Nurses comprise the largest component of most healthcare environments; but there is evidence of international shortages of qualified nurses. Nurses collaborate with other healthcare providers such as physicians, nurse practitioners, physical therapists, and psychologists. There is a distinction between nurses and nurse practitioners; in the U.S., the latter are nurses with a graduate degree in advanced practice nursing, and are permitted to prescribe medications unlike the former. They practice independently in a variety of settings in more than half of the United States. Since the postwar period, nurse education has undergone a process of diversification towards advanced and specialized credentials, and many of the traditional regulations and provider roles are changing.

Nurses develop a plan of care, working collaboratively with physicians, therapists, the patient, the patient's family, and other team members that focuses on treating illness to improve quality of life. In the United Kingdom and the United States, clinical nurse specialists and nurse practitioners, diagnose health problems and prescribe the correct medications and other therapies, depending on particular state regulations. Nurses may help coordinate the patient care performed by other members of a multidisciplinary healthcare team such as therapists, medical practitioners, and dietitians. Nurses provide care both interdependently, for example, with physicians, and independently as nursing professionals. In addition to providing care and support, nurses educate the public and promote health and wellness.



## Questionnaire

1. Name :

4. Income:

2. Age :

5. Occupation:

3. Educational Qualification :

6. Residential Address :

7. Are you satisfied with the typical working hours and shifts for nurses in your current employment?

A) Agree B) Disagree C) Strongly Agree D) Strongly Disagree

8. Are you satisfied with benefits does your employer offer to nurses, such as health insurance, retirement plans, or tuition reimbursement?

A) Agree B) Disagree C) Strongly Agree D) Strongly Disagree

9. Are you satisfied with the policies or initiatives your employer has implemented to promote diversity, equity, and inclusion in the workplace?

A) Agree B) Disagree C) Strongly Agree D) Strongly Disagree

10. Are you satisfied with the challenges you've faced with communication or collaboration among healthcare team members in your workplace?

A) Agree B) Disagree C) Strongly Agree D) Strongly Disagree

11. Are you satisfied with the the level of support and resources available for nurses to handle stress and burnout?

A) Agree B) Disagree C) Strongly Agree D) Strongly Disagree



## Laws for Nursing in Indian :

Nursing plays an important role in health sciences. Jurist Prof. C.P. Sheoran says, "Every Profession has their supreme value and both doctors with nursing assistant play their important role in welfare of humanity."

Hukam Singh Yadav (Principal, Smt. Shanti Devi School of Nursing, Rewari) also assert that Nursing is also important in maintaining health standards, each profession is necessary and no one can be considered as high profession or low profession as every profession is independent from other in their entity. It may be said that every profession is related to other. But some consider it as assisting profession and it is of low standard from the other. It is not true and only nurses and persons related with this profession are responsible for the prevailing situation and with more hard work (striving for excellence) can raise the standard of the profession. In India INC (Indian Nursing Council) regulate the nursing education and for this purpose Indian Nursing Council, 1947 act has been passed. Provisions have been also inserted for regulation of State Nursing Councils. Indian Nursing Council Act, 1947 contains 17 sections. Nurses are expected to do their job with absolute liability and there are tortuous as well as criminal liability arises when any mistake occurs and even it is expected that they may not commit any mistake inadvertently and extra care by them is expected as compare to the ordinary persons. The main aim of Indian Nursing council is to maintain the standard and up to much extent we are striving to maintain the standard.

The Act is not exhaustive and there must be some strong provisions for the augmentation of the standard of nursing profession with the help/ recommendation of Law Commission of India (LCI). For this purpose LCI will work on the same and produce its report before Parliament and study the world/ Universal/ foreign laws relating to Nurses. It is the need of hour to appoint LCI for this task or it is to be recommended by apex courts or representatives of the society.



## Employment

There are a variety of levels and formats for nursing programmes accessible after the 12th grade. In some programmes, you'd receive a diploma, while in others, you'd have the option to pursue a full-fledged nursing degree. Some nursing programmes last for two to three years, while others might last up to four years. Some nursing courses only focus on how to train nurses so that they can work as efficient community health workers, while some go beyond this protocol and teach you how to take care of large-scale patients while delimiting your professional boundaries to a small community. But because there are so many different nursing courses available, novice students frequently find it difficult to decide which nursing course to take to meet their career goals.

When we think of nurses, we often think of those bustling about the hospital, helping people in need. We may think of the nurse that treats us during our annual exam at the doctor's office, or remember the kind school nurse from our younger years. While it's true that many nurses work in these settings, the career opportunities stretch far beyond the ER and medical office. In fact, there are all types of nurses – working in all types of settings – that all play a critical role in the greater healthcare field.

- Advanced Practice Registered Nurse (APRN)
- Critical Care Nurse
- Family Nurse Practitioner
- Forensic Nurse
- Geriatrics Nurse.
- Holistic Nurse
- Home Health Nurse
- Delivery and Labor Nurse
- Managed Care Nurse
- Military Nurse
- Neonatal Nurse
- Nurse Case Manager
- Nurse Consultant
- Oncology Nurse



- Pediatric Nurse
- Physician Office Nurse
- Prison Nurse
- Psychiatric Mental Health Nurse Practitioner ( PMHNP)
- Public Health Nurse
- Research Analyst
- School Nurse
- Surgical RN
- Trauma Nurse
- Travel Nurse
- Women's HealthNurse

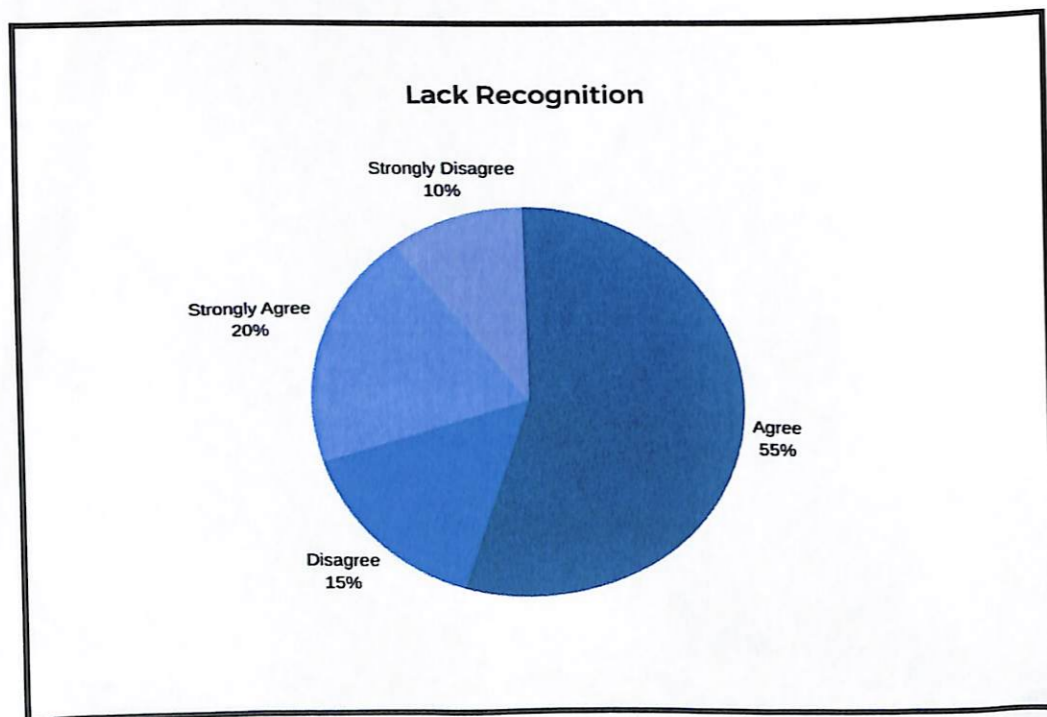
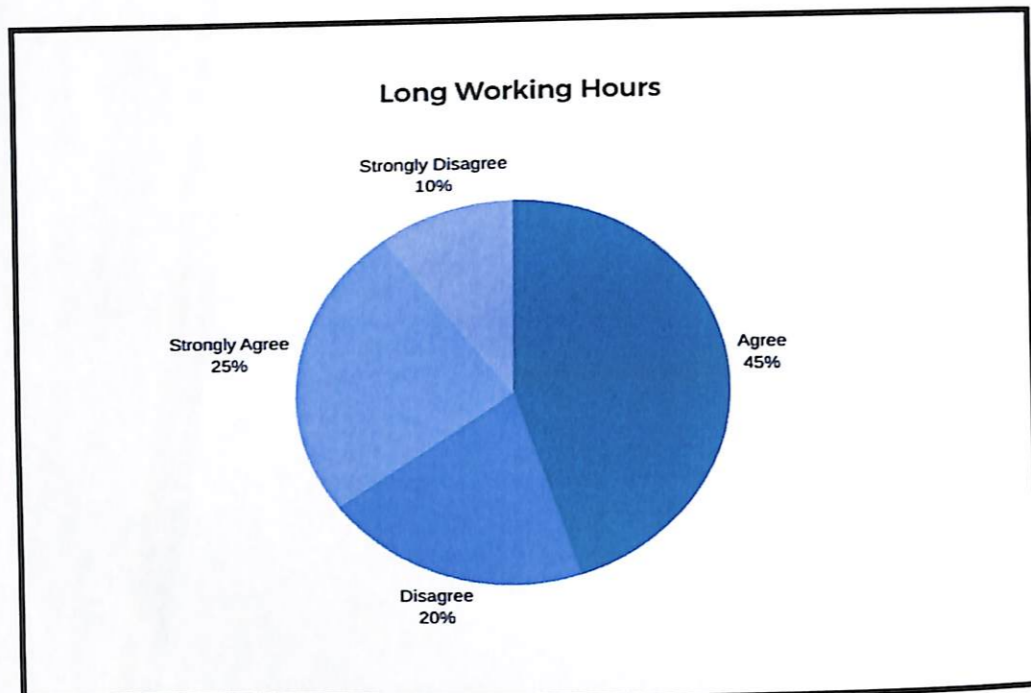


## Working Conditions Of Respondents

- Working hours: It has been mentioned not to work more than 8 hours. In most hospitals, night shifts were more than 10 hours with one hour pause. There is a need to mention this very discretely in the draft.
- Working timing: Most nurses are females and reside far from the workplace. They may need minutes to hours in major cities to reach their house. In these cases, institutions working shifts should be prepared to view the staff's security. Recently AIIMS, New Delhi operation department has extended the evening shift to 9 pm, which is unsafe timing for the nurses to reach home.
- Risk of Infection, Injury, and Death : The BLS states that RNs are at risk of various injuries. The most common are back injuries (from lifting patients); coming into contact with harmful substances (needlesticks, harmful chemicals); and contracting diseases, such as the coronavirus. An estimated 3,000 health care workers, including nurses, died of COVID-19 in 2020.
- Electronic Medical Records: Electronic medical records (EMRs) are a significant part of a nurse's stress. Although the goal of this technology is to ensure that staff have the most up-to-date patient information, some nurses cite EMR data entry as a high-stress, laborious process that takes them away from patient care.
- Symptoms of Stress : Physical symptoms of stress include headaches and stomachaches, changes in appetite, poor sleep quality, and exhaustion. Emotional symptoms include anxiety, dread, fear, and compassion fatigue.
- Sleep : Getting enough rest is critical to maintaining health and mental acuity. Nurses who make sleep a priority can improve their mental and emotional health. An RN who works a 12-hour night shift but also has family responsibilities may have to reestablish a good sleep schedule.



- Diet : Nurses on short-staffed floors have little time to take a restroom break, let alone to sit down to a healthy lunch or dinner. Poor nutrition, too much caffeine, and not enough water can lead to adverse health effects. Eating right is one way to improve physical well-being, increase energy, and reduce stress.
- Family Support : Reconnecting with loved ones and making family time a priority can help nurses destress and relax. Nurses can ask partners and spouses to take over family responsibilities during busy periods. Although caregiving comes naturally to nurses, having someone care for them may help relieve stress.
- Workplace Support : Support from employers and co-workers can help nurses recognize they aren't going it alone. Hospitals that provide nurses with safety initiatives, for example, can increase nursing job satisfaction. Emotional, mental, and physical wellness programs also can be successful.



## 2 Problems Faced by Nurses

### ❖ Long working hours

Short staffing pattern in a health care unit often results in long working hours and double shifts of staff nurses. It is evidently affecting the health of the nurses. It is quite difficult for a nurse to provide efficient nursing care with exhausted state of mind and body.

### ❖ Lack of recognition

Hospitals must be safe places for sick folks and their nursing services carry responsibilities that are not always recognized. There is no support system for nurses and hence their performances are usually not projected well. During inspections conducted in Hospitals by Medical Council of India and Indian Nursing Council, nurses play a vital role in all facilitations, and at the culmination of the inspections, the outcomes are not shared with them and they are not acknowledged for the work performed.

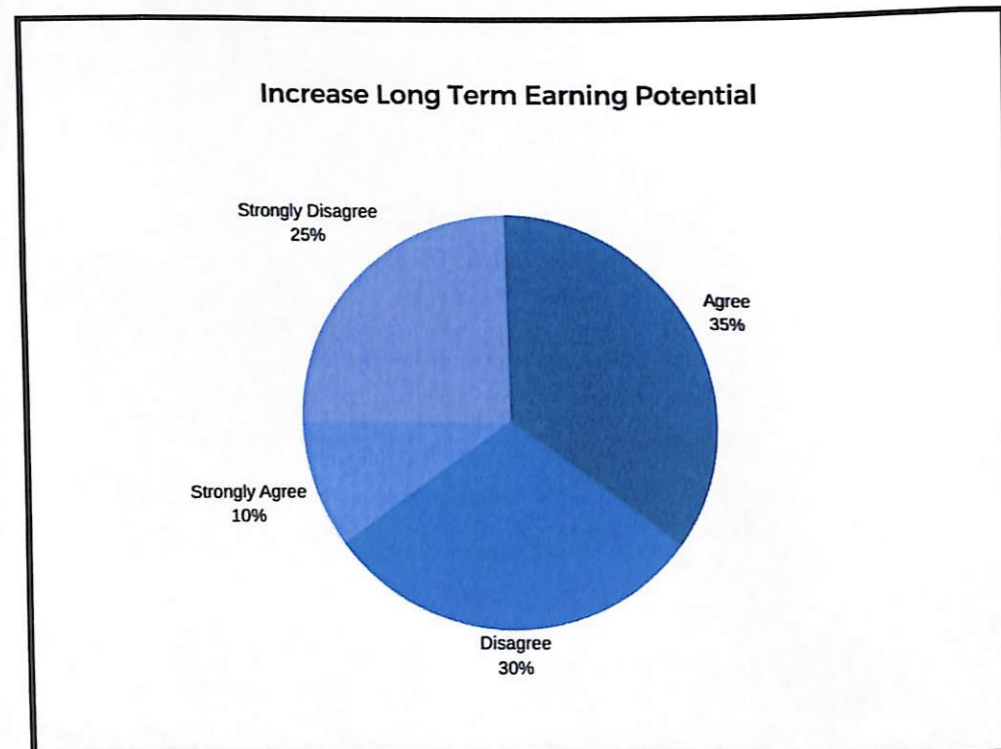
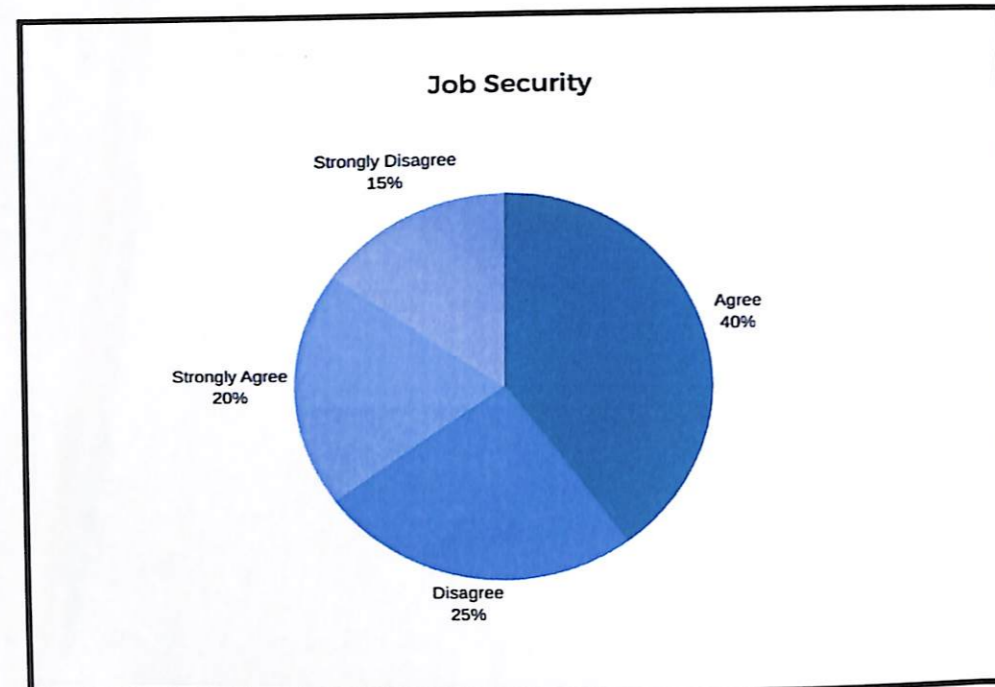
## 2 Benefits Experience By Nurses

### ❖ Job Security

The world will always be in need of nurse practitioners. There will always be opportunities for the skilled and empathetic healthcare professional. Regardless of your location globally, the expertise and wisdom you possess as a nurse will remain important and indispensable. Given the constant evolution of diseases, the ever-changing landscape of medical technology, and the projected surge in the elderly population, the demand for both experienced and starting nurses will remain strong.

### ❖ Increased long-term earning potential

In addition to a higher base salary, nurses who pursue an MSN may have the opportunity to increase their annual earnings over time. Compared to RNs and BSN graduates, MSNs may receive a higher rate of incremental salary increases and benefit add-ons in the long term. Late-career MSNs may also receive higher compensation due to a result of their increased expertise, value and experience.



## Conclusion

Nursing is an ethical job that is needed throughout the world. It exists in the modern age as a way to care for and to help people, and to maximize the way we treat people. Nursing is also very ethical, each patient is taken care differently and have different choices according to their ethics. Nursing is very controversial, both for the patient and the nurse. In this ever-changing society, Nursing is both a profession and a requirement, and it has fit to society and technology by far. In the needs of the world today, nursing is needed more than ever and its responsibility to care is missing from parts of the world. Many are dying, yet they still push through to advance and help others live through technological advances and the help of others.