RESEARCH OUTLINE

Name

Course

Tutor

Date

Research outline

**Research topic**: An investigation into the causes of a clinic's ability to recruit and retain the sufficient number of nurses to meet the growing number of patients.

**Abstract**

In the recent past, there has been an increasing the inability of some medical facilities to recruit and maintain top professional nurses in the industry. While there are growing numbers of patients who visit the facility to receive various medical services, there has been a worrying trend where nurses resign without any proper reason. Besides, during the recruitment processes, the service has encountered problems where it fails to capture the most qualified nurses in the market. The issue has caused serious concerns to the organization, and there is a need to address them adequately. It is incredibly necessary to identify the factors that are responsible for this situation to find the appropriate responses and remedies. The main purpose of this presentation is to investigate the reasons that could have possibly contributed to the situation in most hospitals. In the long run the paper suggests the mechanisms that can be adopted to make sure that hospitals have sufficient workforce to handle the tasks at hand.

**Introduction**

The main issue for consideration in this investigation is that a clinic has a high number of staff turnovers, in particular among the nurses at its service. Additionally, it appears that the facility is also not in a position to recruit the best professionals to pick up the position that has been left by the individuals who have resigned. The effect of this trend is that it compromises the quality of services that are being offered in the hospital. In that regard, if the challenge is not taken care of efficiently, it may affect the reputation of the firm which may lead to the collapse of the hospital.

**The problem**

What are the prospects of a hospital without nurses? What are the quality implications of such a situation?

* **Background**
* the clinic's human resource department
* the facility's personnel recruitment policies
* the company's remuneration structures and systems
* the institution's internal working environment
* The medical equipment and the general state of the medical equipment.
* **Evaluation of the options available**
* Overhauling the human resources department
* Funding
* Change of leadership
* Technology change
* **Develop**
* Review of similar situations
* Recommendations
* Contingency planning
* **Summary**

Implementation strategies

References

Ritter, D. (2011). The relationship between healthy work environments and retention of nurses in a hospital setting. *Journal of Nursing Management*, 19(1), 27-32.

Schluter, J., Winch, S., Holzhauser, K., & Henderson, A. (2008). Nurses' moral sensitivity and hospital ethical climate: A literature review. *Nursing ethics*, 15(3), 304-321.

Wranik, D. W., & Durier-Copp, M. (2010). Physician remuneration methods for family physicians in Canada: expected outcomes and lessons learned. *Health Care Analysis*, *18*(1), 35-59.