The Capstone Project Topic

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One of the most significant organizational problems faced in the health care sector in the recent past is a high nurse turnover rate. According to a 2019 report by the National Health Care Retention and RN staffing, health care jobs market have continued to grow with approximately forty percent facilities anticipating an increase in their workforce (Solutions, 2019). Despite the growth of health care job markets, the same statistics have indicated an increase in hospital turnover by approximately twenty percent in the United States. High nurse turnover is not only a concern experienced in the US but also globally with statistics showing figures ranging between thirteen and thirty-five percent (Duffield et al., 2015).

The increase in nurse turnover in facilities can be ascribed to several factors: lack of role clarity and nurse autonomy, the effect of federal and state policies such as the Affordable Care Act, and lack of opportunities for growth. A significant number of nurses opt-out of their occupation because their roles are not clearly defined to them (Larrabee et al., 2003). Some nurses feel overshadowed by physicians and other senior caregivers and therefore lack autonomy and a low sense of control over their duties and performance.

Secondly, federal and state policies such as the Affordable Care Act, Medicaid, and Medicare have served to empower many Americans to seek medical intervention. This has, in turn, led to an influx in the number of patients in the facilities leading to a high nurse to patient ratio (Gertler, 1992). Nurses have ended up being assigned up to ten patients at an instance leading to high fatigue and stress levels experienced by nurses leading to high turnover rates at the facilities. Some facilities may offer limited opportunities for nurses to grow and advance in their careers. The feeling of stagnation may lead to frustration which may further compel nurses to opt-out in search of better careers or opportunities to grow.

High rates of nurse turnover not only impacts the patient but also organizations and health care systems. Firstly, the organization is forced to incur additional costs of acquiring new staff members. The organization will also be compelled to train the new employees to familiarize with the procedures and operations of the facility (Elliot et al., 2007). High nurse turnover leads to a high nurse to patient ratio. When a nurse is assigned to many patients, they are unable to attend effectively to each of them (Jones, 2008). This may, in turn, lead to poor service delivery and high patient mortality at the facilities. Poor service, therefore, leads to low patient satisfaction which also directly impacts reimbursements which are made based on several surveys carried out such as the HCAHCPS (Grabowski, 2013). The surveys serve to evaluate data relating to the patients’ experiences in various facilities. Nurse turnover is, therefore, a serious concern that should be addressed as it affects all health care stakeholders (North et al., 2013).

One of the strategies that can be implemented by the facilities to control nurse turnover is to explicitly define the roles of all the professions at the facilities. Nurses should also be given considerable control in their job descriptions. Facilities should also implement employee wellbeing programs that will help nurses cope with workplace stress and thus decompress from their rigors work. Policies should be implemented that outline the maximum number of individuals a caregiver should be assigned to mitigate incidents of a high nurse to patient ratio at the facilities. Health care facilities should also employ strategies that will motivate nurses in their duty such as rewards and recognition for their accomplishments. Lastly, platforms should be availed such as online and in-person training courses that will help nurses to grow to their potential and have access to better opportunities.

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