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# **Nursing leadership – major difficulties and opportunities: A review**

**Surendra Dadheech**

Assistant Professor, Department of Medical-Surgical Nursing, Teerthanker Mahaveer College of Nursing, Teerthanker Mahaveer University, Moradabad, U.P.

**Abstract**---Recognizing the elements of nursing leadership is crucial to ensuring a secure future for nurse leaders who can influence outcomes for healthcare workers and patients. Health care managers' leadership behaviors can have a beneficial or bad impact on the outcomes for organizations, providers, and ultimately, patients. The purpose of this research is to undertake a detailed check of the interdisciplinary literature to identify factors that influence nursing leadership and the efficiency of intervention strategies in assisting nurses to develop these skills. The nursing field is quite well to prepare, adapt, and take the initiative in these times of deep change and through the impending anticipated changes in the healthcare environment. Nurse leadership is crucial for accurate data collection. To enhance nursing patient care, nursing requires leaders that are very creative in their thinking. These leaders must be able to connect various pieces of information that at first glance appear unconnected and test out new strategies.

**Keyword**---Nurse Leadership, Health Workspace, Disease, Nurse Practice, and Management.

## **1. Introduction**

Leadership has been studied in a variety of sectors, like psychological theory, the army, economics, management, medical services, and most recently nursing. The latest headlines claim that the findings of leadership studies in nursing have not been thoroughly examined and that official nurse leaders' and managers' styles of leadership contribute to successful outcomes for businesses, patients, and healthcare providers. There might be information on leadership development programs that weren't released or that didn't significantly affect the development of leadership skills that are missing from our review. As even the healthcare concerns a future shortage of nursing leaders and nurses, identifying the factors that support nursing leadership can help businesses design strategies to develop leaders and improve succession planning and staff retention. The results of this systematic study indicate that developing leadership skills can be accomplished

through focused educational initiatives [1]. In the world's health workforce, nurses make up the largest and most accessible group. Around the world, nurses have contributed significantly to the delivery of primary healthcare.

A growing burden of chronic disease and a persistent shortage of medical personnel, particularly family physicians, have created a perfect confluence that has led to an increase in the acceptability of nurse-led programs across a variety of primary care institutions [2]. The development of future nurse leaders is one of the biggest difficulties facing the nursing profession. To adapt to changes in society and in healthcare, nurses must demonstrate leadership. Clinical leadership is defined as "staff nurse behaviors that give clients and the healthcare team guidance and support in the provision of patient care" [3].

Every nation has issues with nurses acting as the principal investigator. Roles and their range of application are defined differently within and between nations. Nurse scientists will have to learn new skills in order to know how to obtain informed permission and conduct research virtually via phone, email, or video techniques [4]. Major advancements in healthcare have been spearheaded by nurses. However, without strong leadership, these results would not have been possible. Despite the significant accomplishments of the health workforce, nursing leadership has faced significant hurdles [5]. Here Nurse Managers are responsible for such lists, along with the Nursing selection process care organizational structure and the creation of circumstances for its achievement as a result of their impact on professional practices and healthcare centers' decision-making mechanisms. The choice of a nurse's work strategy shows the type of care that is conceived, organised, and delivered in a certain circumstance. The present work techniques represent a perspective, a philosophy of care and a way to organize how a nursing team will provide care, and much more [6].

## **2. Literature review**

Gary E.day et al 2014 stated by around the world, nurses have contributed significantly to the delivery of primary healthcare. Furthermore, due to the growth in diseases load driven on by chronic illness, along with personnel replacement and shortages, the function of nurses will need to be expanded. A leadership model serves as a great beginning point for illustrating the considerable leadership skills that will be necessary if nurses are to successfully lead medical services in primary health care by focusing on the leadership requirements of nurses engaged in leading healthcare resources [2].

Charles et.al 2021 explained by due to the significant problems the nursing profession has encountered, good nursing leadership is necessary because leaders are crucial to achieving an organization's vision and objective. Selecting nursing as a profession does not improve the leadership abilities of newly admitted nurses, despite the considerable time and effort devoted each year to the creation of successful nurse leaders and its commensurate impact on the outcome. The nursing profession is set up to lead numerous developments and foresee emerging trends [5].

Pedro Parreira et.al 2021 stated by the selection procedure of a nurse work method shows the sort of care formulation, organisation, and the delivery in a particular situation. The present work practices are supported and given expression by management and nursing philosophies. By examining the most recent developments in nursing theory, it is possible to comprehend the evolution of nursing care delivery approaches. The rigorous introduction of knowledge and skill principles in the synthesizing is based on ethical, social, and aesthetic principles that go beyond modern science [6].

Annette M.Nkowane et.al 2021 explained by In order to improve public health; a nurse leader can organise and coordinate nursing care for patients and their families. She or he can also speak up for the nursing field. The difficulties included their tardy participation in service delivery planning, a lack of resources allocated specifically for supervisory tasks, and the absence of a nurse operational plan. By ensuring that nurse leaders participate early in strategic planning, their influence can be maximized [7].

Chen Yanhua et.al 2011stated by the idea of validity, stability accuracy, and internal consistency reliability of their nursing competence measuring tool were investigated using a filtered sample group technique. So because bulk of studies provided are cross-sectional investigations, Additional long-term studies are required to monitor changes in clinical competency throughout nurse education, including when a nursing student transitions to a newly qualified nurse [8].

Anne Aquila et.al 2020 stated by Because nurse leaders produced great treatment outcomes during the epidemic by delivering care in a regular and safe manner, responding to special circumstances and worries, and involving patients, families, and their workplace. Nurse leaders take pleasure in the fact that they base their decisions on evidence as health care professionals. Leaders in the nursing profession must decide both what to do and what NOT to do in unclear situations. Nurse leaders oversaw emergency preparedness, altered infection - control guidelines, prioritized supply chain operations, and actively involved patients and families while providing for the workforce through consistent on-site availability [9].

May McCreddie et.al 2007 stated by what is most frustrating about the nursing research that has been done in this field up to this point is that almost all of the researchers have decided to entirely ignore the psychological literature, particularly humor theories. However, the lack of humor research in nursing hasn't stopped some critics from deciding when humor should be used inappropriately rather than appropriately [10].

### **3. Methodology**

This review's objective is to summarize the results of a thorough analysis of previous research.

#### 4. Analysis for the work method selection for Nursing Care Process

The cornerstones of the healthcare provision allow for decision making process by which a person that involves diagnostics, objective, strategic planning, implementation, and better described.

##### 4.1. Organizational and delivery strategies for nursing

Functional nursing, individual, team, and primary nursing have historically been emphasised as the four basic methods available in the literature on the architecture of nursing care delivery.

##### 4.1.1. Functional Nursing Method

Given that nurses had to care for numerous injured patients in hospitals, the functional nursing approach gained popularity at this time. Functional nursing, also known as task nursing, concentrates on the division of labour in accordance with the performance of tasks or operations, rather than the patient, in this instance, the task itself serves as the action's goal.

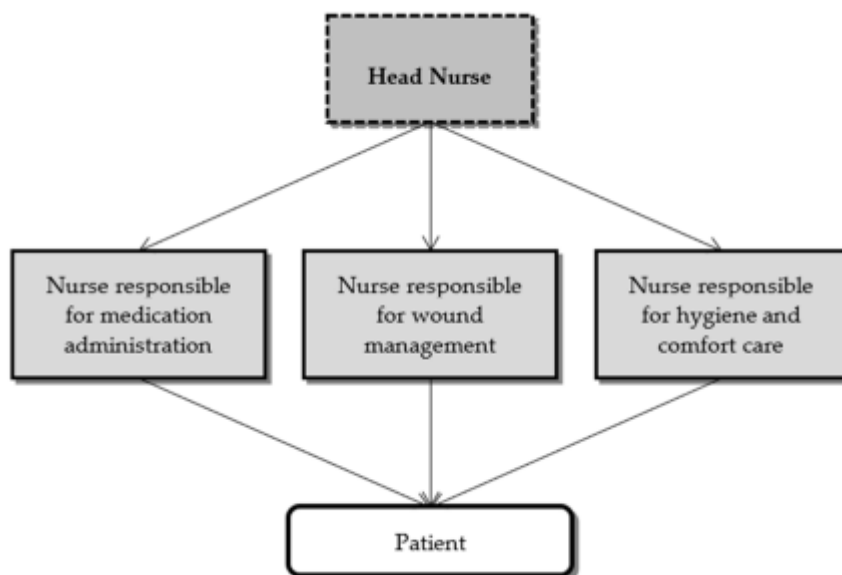


Fig.1. The functional nursing method's structure.

##### 4.1.2. Person Centered Care Method

Services are provided in social scientific research using person-centered approaches, starting with an evaluation of the patient's nursing care needs, setting priorities, budgeting, implementing interventions, and finally assessing their effectiveness. This approach offers the patient individualised and personalised care as part of an interconnected and integrated whole.

##### • Individual Method

Across a shift, the one nurse has full responsibility for a group of patients. The context approach or complete patient care strategy is the term used to describe this situation.

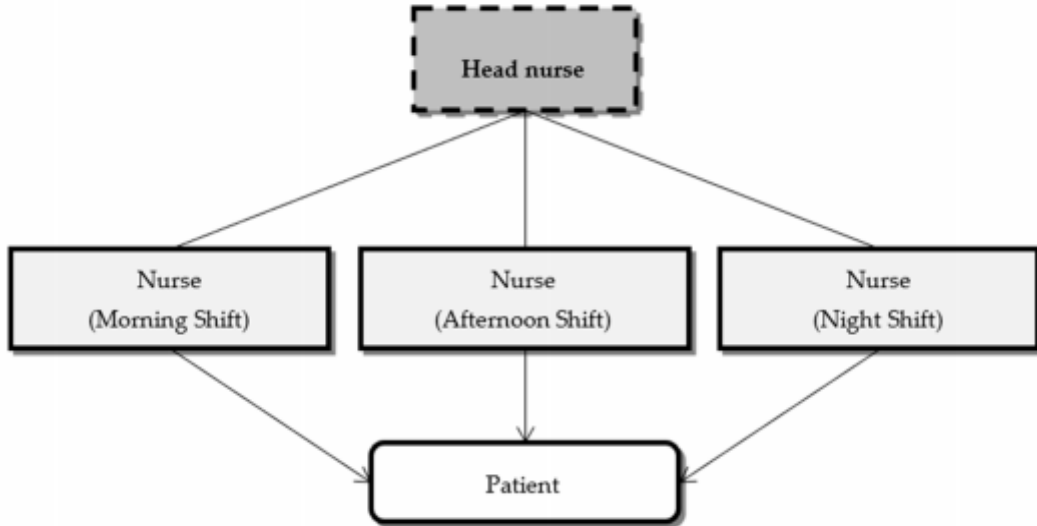


Fig.2. Structure of the one individual nurse method

- **The team Nursing Method**

This strategy was created in response to the shortage of nurses and the significant physician - patient dissatisfaction with the functional nursing paradigm. It was developed to make use of the many skill sets of the nursing teams' members. This approach puts into practise the idea that a leader should guide a group of people.

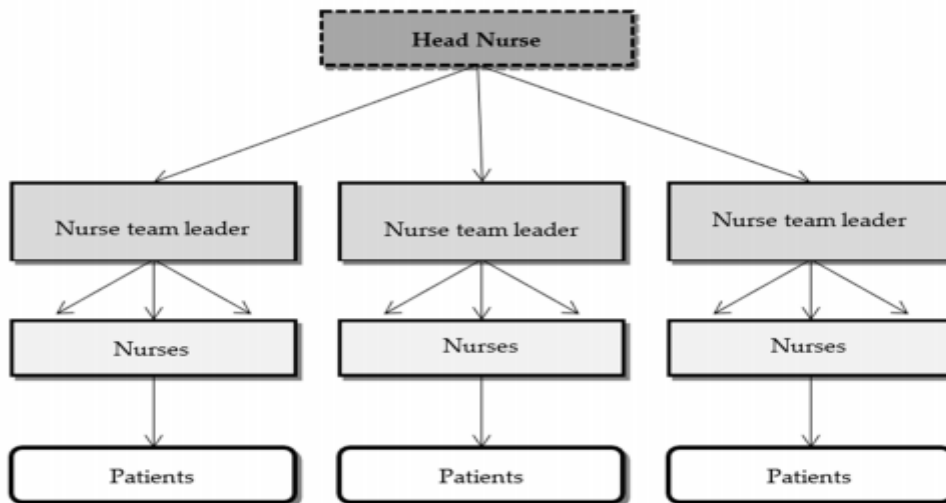


Fig.3. Explaining the structure of the team nursing process

- **Primary Nursing**

From the moment of admittance until leave, a nurse is in charge of planning, providing, and evaluating the care of one or more patients. This is now the fundamental tenet of nursing.

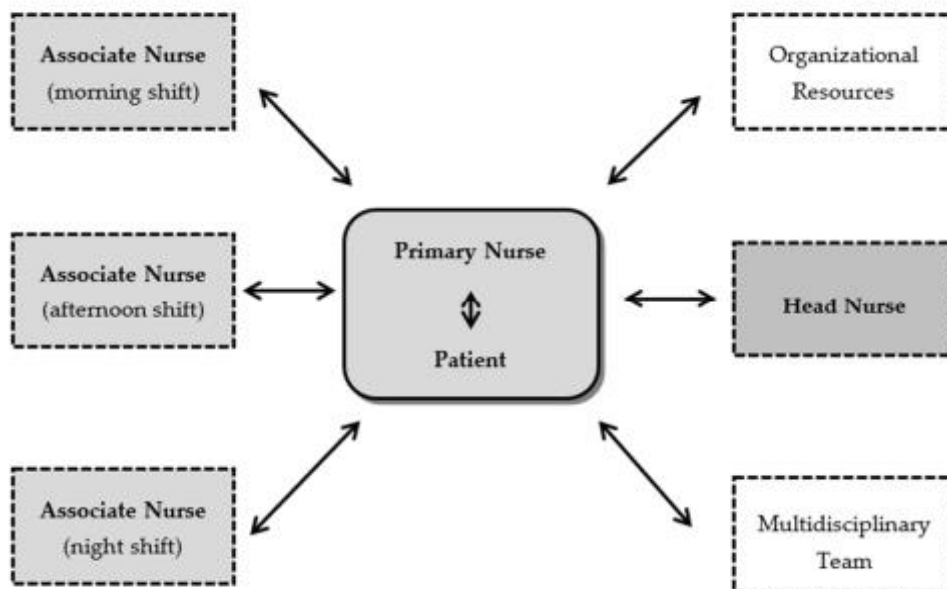


Fig.4. Structure of the Primary Nursing Method

## 5. Challenges and Opportunities

The difficulties facing nursing leadership and offering suggestions for additional research. 4 typical nurse leadership difficulties. Here are some major issues that any nurse leader must deal with, along with solutions.

### 5.1. Staffing

Staffing is a major focus for nurse executives, and finding solutions to staffing conundrums is usually as challenging as making thread. Nursing leaders are all still in responsible of maintaining staffing ratios even when employees self-schedule. Although shift scheduling is done by nurse leaders, meticulous planning is required to ensure safe staffing. Nurse Managers must plan for probable overtime and try to avoid it as much as feasible.

### 5.2. Budgeting

Every nurse leader is responsible for making sure their team follows a budgetary. Since staff salaries make up the majority of nursing budgets, nurse leaders must manage the usage of people and materials carefully in order to provide safe and quality service while operating within strict financial constraints. Nurse leaders can decrease such challenges by collaborating with nursing likewise incorporate to identify inefficiencies in present budgeting.

## 6. Boosting morale and avoiding burnout

The reports of frustrated nurses who must work so hard for little money are common on the internet. Burnout and low morale are detrimental to patient safety and care and can seriously affect an organization's ability to retain talented

workers. Burnout and morale problems can have a negative impact on an employee's physical and mental health even if they have no intention of quitting the company. Nursing team members can be made to feel valued and prevented from burning out by developing trustworthy connections with them, responding to and addressing their problems, and appreciating them when they achieve.

### **7. Retaining nurses**

Due to the ongoing demands of patient care, which are linked with lack of staff, protracted shifts, and process improvement efforts that make care delivery more challenging, several nurses are rethinking their career goals. The nursing profession includes nurses from all generations, each with their own goals and working methods. Retaining competent nurses from all generations requires being aware of these disparities and managing with generational sensitivity. However, a lot of the most important requirements for nurses' job happiness cut across generations: maintaining work-life balance, providing workers with the skills and resources they need to succeed, recognizing excellent work, and fostering more genuine, intimate relationships.

### **8. Meeting common nursing leadership challenges**

Nurse leaders can develop their leadership skills to win their teams' trust and honor but they cannot instantly quadruple their staffing requirements or their budgets. By paying attention to and valuing their teams, they may win over their trust. They might promote a more favourable environment by creating open lines of communication and listening just as much as they speak.

Bettering the working conditions for nurse's results in safer and better treatment, which boosts morale. An effective nurse leader can have a long-lasting effect on both their teams and their patients.

### **9. Opportunities**

- For mentoring and assistance, nursing leadership should be closer to nurses in service areas. Expanding the knowledge shared among diverse healthcare facilities.
- The development of critical care nursing expertise as well as skills in technology use, leadership, advocacy, and infection prevention and control.
- Increasing the number of nurse leaders to boost productivity through membership.
- Due to an increase in staffing needs, nurses are not employed in services.
- Recognizing the value of staff engagement in a high-risk location for health and providing support, motivation, and comfort.
- Highlighting the role that nurse management and leadership play in enhancing the effectiveness and efficiency of service delivery.

### **10. Conclusion**

Nursing is one of the most important fields in now days. Several Nurse Leaders play vital role in many emergency cases in hospitals. Nursing is currently

presented in both the arts and science discipline that reguresely do study in developing changes principles and knowledge based. Several opportunities are welcomed in future for Nursing students and practioners.

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