

**Staff shortage in Nursing**

Student

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Course

Date

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Nursing practice encounters a bunch of challenges. The most common challenge is the staffing issue. Nurses form the backbone of the success of all healthcare delivery services. Therefore, for an effective healthcare system, high-quality nursing is mandatory. However, although nurses work as essential workers, few individuals are still willing to serve under various categories in healthcare facilities (Saleh, 2018). As a result, there is no balanced ratio between nurses and patients. There are many patients, but few nurses are available to attend to the patients. The increased number of patients increases the workload for nurses resulting in high burnout cases among the nurses. The outcomes affect the performance of the organization negatively. Research shows that when a nurse cares for fewer patients per session, there is increased quality care for the patients. Hiring more nurses reduces mortality rates, infections, medication errors, pneumonia and other severe occurrences in a healthcare setting.

Establishing an effective staffing ratio is mandatory for any health organization. When nurses have unduly a lot of patients to cater for with longer working hours, they become mentally and physically exhausted, leading to lower performance and efficiency. The nurses' experience of job dissatisfaction risks the patients' lives (Xu et al., 2020). Therefore, further research is necessary to determine the outcomes of nurse-to-patient ratios to help solve the staffing challenge. The research would help to offer adequate recommendations for solving the staffing challenge, especially while dealing with acute conditions. Research would as well increase the experience students have while practising nursing, which would enable them to become more effective while working.

In conclusion, we must consider several factors to solve the nursing shortage. Research must focus on equipping healthcare systems with data that will help overcome the staffing challenge and thus increase healthcare quality.

## References

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