



# Challenges Faced By Nurses During Working Hours

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## Abstract

Within the social evolution, nursing fosters a loving and sympathetic bond. A career in nursing is a calling to care, and it comes with a sea of challenges as well as an oasis of inspiring stories. Despite the nation's urbanisation and globalisation, there are still considerable difficulties facing India's healthcare system. In the healthcare industry, nurses play crucial roles in both patient care and leadership duties in hospitals, health systems, and other organisations. It is critical that, within a robust healthcare system, everyone, everywhere has access to nursing care that is skilled, motivated, and supportive. It is crucial to underline the role of nurses in healthcare as we work to create a better task force for better care for everyone. The existing healthcare system presents a lot of challenges for nurses. These challenges are a result of organisational, governmental, and state/federal level issues. It is crucial to initially recognise and comprehend each and every potential issue experienced by nurses in command to deal with them effectively. Not only should one recognise and comprehend challenges, but also come up with ways to lessen them.

**Keywords:** Challenges, Nurses and healthcare system.

## Introduction

Within human civilization, nursing fosters relationships based on love and compassion. A career in nursing is a calling to care, and it comes with a sea of challenges as well as an oasis of inspiring stories. The range of nursing practise has increased and now includes locations besides just hospitals. Nurses work with the most valuable resource in the world: human life.<sup>1</sup>

Across a broad spectrum of treatment, nurses frequently serve as the lynchpin element. The achievement of favourable patient outcomes depends heavily on a nurse's specialised skills and education across a change of attention sceneries, from serious and tertiary care to preventative and wellness efforts.<sup>2</sup> The patient expresses great happiness with their joyful demeanour and kind treatment.

India's healthcare sector still faces significant obstacles despite the country's urbanisation and globalisation. The goal of the healthcare system has switched from treating sickness to meeting material needs and boosting income-generating ventures. Many common people are currently unable to afford curative care due to the country's current healthcare system's structure.

The two most important roles of nurses in the healthcare industry are patient care and leadership roles in hospitals, healthcare systems, and other organisations. A career in nursing is challenging and demands a great degree of commitment and attention, but it can also be quite rewarding. Nurses must pay attention to the needs of the patient as well as the administration of the healthcare system. Despite how diligently the nurses work to provide for the needs of the patients, this frequently leads to unfortunate hassles. They

are in charge of organising and maintaining patient care. In addition to technical talents, they also need to have a lot of managerial skills for this.

Overworked staff caused by a shrinking workforce and poor care also contributes to higher indisposition and transience. It is critical that, within a robust healthcare system, everyone, everywhere has access to nursing care that is skilled, motivated, and supportive. It is crucial to underline the

function of nurses in healthcare in order to attempt and develop a better task power for better treatment for everyone.

But there are several tasks that nurses face in the current healthcare system. These challenges are a result of organisational, governmental, and state/federal level issues. It is crucial to initially recognise and comprehend apiece and every potential task experienced by nurses in instruction to deal through them effectively. Not only should you recognise and comprehend them, but you should also come up with solutions to lessen them.

There are unmet health goals in India, where the healthcare scheme is experiencing a drastic transition. This is brought on by, among other things, demographic shifts, medical technology advancements, a profit-seeking approach, occupation, task unstable, the education-service divide, and the current pecuniary downturn. Despite the fact that medicine has long since been created as a profession, nurses still have to answer to the medical fraternity (WHO). The participation of other healthcare professionals, such as doctors, paramedical workers, and other ancillary staff, is facilitated by nurses. There are numerous difficult hurdles that nurses confront at work that make them less effective at providing patients with high-quality care and raise the bar for that specific healthcare facility.

However, these difficulties are debatably the main reasons for nurses to abandon their line of work. As a result, fewer students choose to become nurses, which adds to the personnel deficit. They relocate because the pay, working conditions, and respect are greater in other nations.

## Challenges Faced by Nurses at Workplace

### Workplace Mental Violence

Healthcare environments frequently experience workplace violence. Huge workloads and duties placed on the personnel can frequently cause mental disturbances, which eventually results in less effective treatment. In a healthcare facility, having many tasks can be problematic. Workplace mental violence, such as pressures, verbal abuse, antagonism, and annoyance, can cause stress and psychological trauma. There are moments when verbal abuse turns violent. Patients, visitors, trespassers, and even coworkers can all be violent in a healthcare setting. From 2002 to 2013, the average number of serious workstation violence existences (those necessitating days off for the wounded worker to recover) was four times higher in the healthcare sector than it was in the private sector. Patients are mostly responsible for incidences of violence in hospital settings, though this is not always the case. In 2013, patient interactions accounted for 80% of significant violent occurrences reported in hospital settings. Other occurrences were brought on by guests, coworkers, or other individuals. Workplace violence is frequently not adequately reported.

### Shortage of Staff

Unmanageable patient loads and inequalities in the nurse-patient ratio are instigated by a lack of manpower. The nurse-patient ratio obligation be sensibly maintained since it has a significant influence on how patients are cared for. When nurses are required to care for patients at extraordinary nurse-to-patient ratios, patients suffer fatalities, pollutions, injuries, or premature discharge without receiving enough instruction in how to care for their disease or injury. They thus visit the hospital again soon away, frequently feeling worse. Nurses can better care for patients when they have fewer patients. Patients are additional likely to prosper in such settings when there are enough nurses because the nurses have additional time to deliberate the plan of patient care with the patients and their family and can make sure the patient gets all s/he needs.

### Workplace Health Hazards

If the proper precautions and care are not taken, nurses run a significant risk of developing occupational health concerns. Nursing professionals face a variability of biological, bodily, and chemical dangers while doing their responsibilities. The level of professional safety and health exercise and possessions obtainable to nurses, as well as the combination, application, and use of such exercise and possessions with supervision support and headship, are crucial components in precluding negative conclusions from the professional protection and health dangers nurses are uncovered to on a quotidian source.

### Long Working Hours

A healthcare facility's practise of understaffing frequently causes staff nurses to perform double shifts and extended hours. It obviously has an impression on the nurses' health. It is quite interesting for a nurse to distribute operative nursing care when they are mentally and physically worn out.

### Lack of Synchronicity

Unrest and a lack of cooperation among team members are growing issues in the healthcare industry. A crucial component of the healthcare system is harmonious relationships between healthcare specialists. Every dreadful existence that transpires in the hospital meanderingly liabilities the nurses. Even though the nurse is not to blame, she gets all the responsibility if a patient is dissatisfied with the hospital treatment they received. The lack of doctors' availability or insufficient medical care are two examples of inadequate care, although nurses are nonetheless held accountable. Although nurses may not always bear responsibility for a hospital's lack of equipment, which negatively impacts the quality of treatment, nurses are ultimately in charge of the patient care atmosphere in their constituencies.

### Lack of Recognition

The nursing staff in hospitals has responsibilities that aren't frequently acknowledged, and hospitals obligation be safe

spaces for the sick.<sup>1</sup> The lack of a support system causes nurses' performances to occasionally fall short. Although nurses are essential to all hospital inspections conducted by the Indian Nursing Council and the Medical Council of India, neither the findings nor their contributions are acknowledged at the conclusion of the inspections.

### Non-Nursing Roles

Nurses often take on jobs that are not their strongest fit in healthcare environments, leaving them with little time to perform their primary responsibilities. They are taking longer than necessary to do non-nursing tasks, such as promoting, record protection, catalogue, laundry, diet, rehabilitation, patient absconding, etc., which leaves less time for patient precaution. If there is ever a problem with these positions, the nurses will be forced to take the hit in the form of cancelled leaves, income reductions, etc. Very little has been done to specifically address issue in any jurisdiction.

### Solutions to Curb the Challenges

Each task on the list is connected to and dependent upon each other in some way. In order to find solutions for these issues, we must go deeply within them and get to the heart of the matter.

### Positive Practice Environment

*Work Environment:* When it comes to being able to deliver high-quality care, the workplace atmosphere is crucial. It affects everything, including job satisfaction and the safety of

### Positive Team Work

A team must be qualified the value of working together, and a strong squad can continuously achieve the objective of providing patients with effective and high-quality precaution. It may also quicken the emphasis on providing patients with remedial therapy.

### Recruitment/Retention Policy

In order to increase the number of employees and provide greater support and care, an organisation must implement a appropriate and well-thought-out procedure for enrolment and preservation.

### Closing Education-Service Gap

The goal of each healthcare organisation should be to close the gap between what nurses are taught during their training and what they actually practise in hospitals. To close the education-service cavity, concrete and conjectural parts of nursing should be somewhat blended. Every year, nursing schools improve the quality of their educational offerings and the way they are governed in an effort to produce nurses who

patients and their carers. Employer-friendly working conditions are required. The nurses' safety and security should be prioritised. The poise and sovereignty of nurses in the workstation must be safeguarded in order to maximise the contributions they make to society.<sup>5</sup> A secure, empowered, and gratifying work environment is ideal. The position of a philosophy of protection cannot be extravagant. As members of the patient-centered team, all leaders, directors, healthcare providers, and provision personnel are expected to operate with autonomy, professionalism, accountability, transparency, engagement, productivity, and usefulness. In any place where healthcare is provided, everyone involved must be cognizant of the health and protection of both the persevering and the healthcare provider, fostering a intellect of protection, reverence, and enablement for all people.<sup>6</sup> Nurses may be motivated and encouraged by positive interpersonal relationships and rewards in the workplace.

### Equipment/Materials

It is frequently a cause for concern that equipment and consumable supply samples are both readily available and adequate. Typically, employees complain that a lack of or inadequate supply of a certain piece of equipment is crippling them. The issues range from the inadequateness of equipment and supplies necessary for saving lives, such as IV medications such as adrenaline, oxygen, and autoclaves, to relatively less expensive materials like gauze and cotton wool. The hospital management should regularly check to make sure there are enough supplies and equipment available to guarantee the facility operates efficiently.

are compassionate and protect the patients they care for. Tragic events can happen in any hospital, excellent or terrible, therefore students need to learn respect for human life. The price of safety is constant attention.

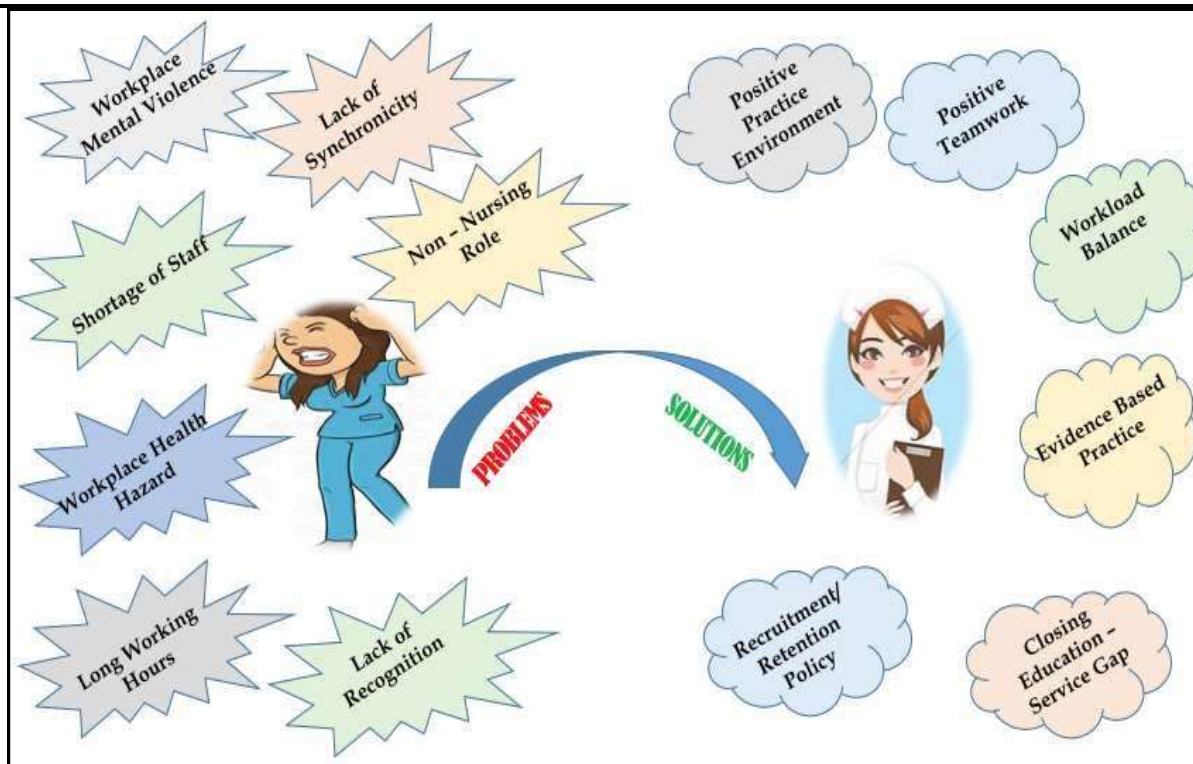
### Workload Balance (Quality/Quantity)

Workload frequently causes unneeded problems and a loss of tranquilly, which ultimately results in less effective care. To acquire the wanted outcomes from a healthcare team, an organisation should aim to equilibrium the assignment by dispensing it equally across all of the healthcare professionals.

### Evidence-Based Practice

Additionally, nurses should shift some of their attention to evidence-based practise. The nurses can read the relevant studies for various practises to determine whether or not they are genuinely beneficial. Regularly reading research articles and learning about various experimental studies will help nurses become more knowledgeable and effective, which can greatly improve patient care and therapeutic care.





**Conclusion** workforce. Taking care of nurses' needs and overcoming their difficulties can make nurses more effective. Patients and the general community have the accurate to expect healthcare personnel to perform to their maximum potential and to do so without interference. This can only be complete in an atmosphere free from impediments. and supports a equipped, motivated workforce.

