

NR 500 Week 5 Discussion: Systems Theory and Practice Issues

Many of you have experience in complex adaptive systems whether you realize it or not. Thinking about your current or future practice area, identify an issue or concern. In your initial response, please describe the concern. Does the concern primarily occur at the micro, meso, or macro level? How would you address this issue? What impact might your solution have on the other levels of the system? In what ways could interprofessional collaboration be used to resolve the issue?

Answer:

While preparing for this week's discussion post we learned about the levels of an organization system, micro-, meso- and macrosystem. From our lessons, the macrosystem is the highest level; this level looks at the entire organization. This level is managed by the upper management such as, president, chief financial officer, chief executive officer, and chief operations officer. The mesosystem is the next level; this level represents the departments within the organization. The mesosystem is managed by the managers of the departments and the directors they report to. The final level in the organization system is the microsystem. This level represents the staff working for the departments within the organization (Thomas, n.d.). For the sake of this discussion post, I want to focus on the nurses and nursing support staff.

In my current role as a house supervisor, I am constantly reminded of the nursing shortage we are currently in. This shortage has worsened since COVID arrived, because nurses are retiring early, are being overworked while understaffed and many nurses are leaving the nursing field entirely. We are currently utilizing a lot of travel nurses at our facility. Our other issue is not having enough nursing technicians or nursing assistants. We have been getting travel nursing technicians as well. This does not only effect moral but also patient care. The nurses on our medical floor are taking anywhere from 4-6patients during the day and 6-8 patients at night. I have heard them say they feel like they are not providing good care to their patients. The patients are also getting frustrated with the length of time it takes to receive assistance. Haddad et al (2022) states, "In hospitals with high patient-to-nurse ratios, nurses experience burnout, dissatisfaction, and the patients experienced higher mortality and failure-to-rescue rates than facilities with lower patient-to-nurse ratios."

This issue is primarily at the microsystem however it grossly effects the other levels as well. The macrosystem is concerned about the cost of having a large portion of our staff being travelers. The mesosystem is also concerned about the cost, but they are also concerned about the staff in their departments. The microsystem is the one that is affected the most, every day they are working short-staffed and working beside travelers who are making a lot more money than them.