

Addressing the shortage of nurses and to cope up the strategies in Oman.

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Abstract

Nurses are an important element of healthcare and make up the majority of the health profession. A number of causes have led to the shortage of qualified personnel. An ageing nursing workforce is nearing retirement. There is a scarcity of qualified nurse educators and teachers. Nursing shortages result in errors, increased morbidity, and mortality. Nurses endure burnout and unhappiness in hospitals with high patient-to-nurse ratios, and patients experience greater mortality and failure-to-rescue rates than in institutions with lower patient-to-nurse ratios.

Keywords: ICU survivors, Nursing, Shortage of nurses, Oman.

Introduction

Because of potential labour shortages, their impact on patient care, and the accompanying costs, job satisfaction has become a key problem for healthcare organisations in recent years, particularly in nursing. Work satisfaction is an important aspect in nurse retention and the provision of high-quality care, but fast developments in healthcare services have raised the need for organisations to examine methods to sustain and improve nurses' job satisfaction. To do so, they must first understand the elements that influence job happiness and discontent. This article presents the findings of a literature review conducted to examine and gain a better knowledge of the factors influencing nurses' job satisfaction [1].

The shortage of nursing labour, the impact on patient care, and the accompanying expenses, job satisfaction has become a key issue for healthcare companies, particularly in nursing. The purpose of this study is to investigate the factors that determine the degree of job satisfaction of nurses working in a provincial hospital in Oman. A total of 143 valid responses were received (response rate: 92%). To answer the first research question, descriptive data analysis was employed, and analysis approaches such as multiregression analyses and one-way analysis of variance were used to find the correlations between the other variables. According to the findings, professional potential and extrinsic compensation are two major elements influencing nurses' job satisfaction in Oman [2].

After reviewing the various approaches for estimating nurse requirement, this paper will offer an alternate methodology for estimating nurse requirement when specific patient-nurse ratios are mandated. Once the necessary information is obtained, the next stage is to estimate the unit-specific and overall nursing requirement. Because the computational effort is significant, the research builds and elucidates a computer-

assisted nurse requirement-planning model, which aids in systematising and speeding up the estimation process [3].

The psychological consequences of occupational exposure to maternal death and the coping strategies utilised by rural midwives. Maternal deaths are widespread in developing countries' rural areas due to a lack of human and other resources required for maternity services. When a mother dies, midwives frequently endure emotional difficulty while trying to do their job. This could have a harmful impact on their health. Midwifery educational programmes and work situations must recognise the significance of maternal death from the perspective of midwives, as well as their ability to cope with this traumatic experience. Midwifery practise settings must provide respite care, education on coping with death experiences, and therapy following traumatic encounters in order to sustain midwives' well-being. Because occupational exposure to maternal death can have a negative impact on midwives' well-being, it can have an impact on their professional quality of life and clinical practise [4].

Targeting the rising prevalence of NCDs necessitates evidence-based policies and methods to lower morbidity and death rates; yet, implementing and evaluating new policies and processes presents numerous hurdles. Task-shifting is the process of transferring certain tasks to health workers with less training and credentials. A task-shifting policy must be implemented successfully if suitable skill training, clearly defined roles, enough evaluation, increased training capacity, and sufficient health worker incentives are provided. This article focuses on task-shifting policy as a potentially successful solution for addressing the growing NCD burden on Uganda's healthcare system [5].

Conclusion

According to the findings, professional potential and extrinsic compensation are two major elements influencing nurses'

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job satisfaction in Oman. Addressing these two elements successfully may aid in the improvement of nursing care in Oman. Furthermore, this study could be expanded to include other government hospitals in Oman in order to validate the identified parameters and identify additional factors that may influence job satisfaction.

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