

Cultivating Positive Work Place Environment in Hospital Enhance Staff Retention

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Abstract

Positive and peaceful environment in workplace is very important issue for every institution whether it is hospital or college. It is one of the major factor or reason behind staff turnover. As we see today's scenario that the staff is frequently leaving there jobs in only either 6 months, 1 year or 1 and half year's duration due to lack of satisfaction.

After reviewing various researches and books it was found that for minimizing staff turnover we can take appropriate strategies and maintain standards for creating positive workplace environment in hospitals to enhance staff retention. The standards for positive work place environment are staffing, foster effective and skilled communication, good teamwork, opt them for effective decision-making, meaningful acknowledgement, legal security and protection, promotional avenues and continuing education. Positive attitudes and positive actions make for a positive workplace environment.

Keywords: Positive and peaceful environment; workplace; staff retention; Positive attitudes and positive actions.

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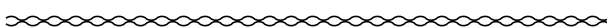
INTRODUCTION

Positive and peaceful environment in workplace is very important issue for every institution whether it is hospital or college. It is one of the major factor or reason behind staff turnover. As we see today's scenario that the staff is frequently leaving there jobs in only either 6 months, 1 year or 1 and half year's duration due to lack of satisfaction.

For minimizing these we can take appropriate strategies and maintain standards for creating positive workplace environment in hospitals to enhance staff retention. Positive attitudes and positive actions make for a positive workplace environment.

APPROPRIATE STRATEGIES ARE:

1. Professional values and code of conduct should be clearly stated.
2. Behavioural expectations should be well explained previously only to the staff nurses.
3. Policies regarding working environment should be simple and clear.
4. Make sure that all the equipments and the work area orderly and in an organized



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way.

5. Introduce a true open door policy in any institution so that employees can also give their ideas and opinions for quality improvement and better services provided to the patients.
6. Encourage humor in the working environment so that the stress among staff nurses can be reduced.
7. In-service education should also be conducted weekly. These not only improve the knowledge of staff and quality of services provided by them to patients but in turn enhance the motivation among them to work more energetically.
8. Volunteers should be encouraged and rewarded for their best performance. And staff nurses should also be awarded for their work.

THE STANDARDS FOR POSITIVE WORK PLACE ENVIRONMENT IS:

1. **Staffing:** Staffing should be appropriate and adequate according to the rules of the hospital; nurse –patient ratio and also according to patient needs and nurse competencies.
2. **Foster Effective And Skilled Communication:** Communication among the staff, supervisors and doctors should be clear and in simple language. It can avoid miscommunication and confusion among the staff nurses and the work also go smoothly and easily.
3. **Good Teamwork:** There should be positive professional relationship among the staff nurses for good team work. If there is good team work, the services given by the staff nurses to the patient will be timely, orderly and also met the quality assurance.
4. **Opt Them For Effective Decision-Making:** Staff nurses must be valued and select as partners in making policies, directing and evaluating clinical services. The main advantage of these is it can develop responsibility and accountability among the staff nurses.
5. **Meaningful Acknowledgement:** Provide or give recognition to the staff nurses for their incredible work. Further, motivate the staff nurses to do their services more effectively.
6. **Legal Security and Protection:** Legal security

and protection should also be provided to the staff nurses in the forms of Acts. So that they can also feel secure in their work place. Eg; “Nurses Protection Act” on the lines of “Civil Lines Protection Act”.

7. **Promotional Avenues:** Steps should be taken to increase promotional avenues for nurses to increase efficiency and also to prevent “brain-drain” among them. Transparent policy should be there for progression and promotion offers the staff an opportunity to measure their performance. There would be healthy competition to avoid negative feelings and dissatisfaction amongst the staff nurses towards each other.
8. **Continuing Education:** It is also a very important part for professional development of self as well as institution. Continuing education not only enhances the knowledge and confidence of staff nurses but also motivate them.

According to Susanne M. Maassen et al; a positive work environment is important for providing optimal patient care and attracting and retaining healthcare professionals.

CONCLUSION:

Appropriate strategies and maintaining standards for creating positive workplace environment in hospitals is very important to enhance staff retention and thus helpful to maintain quality of services provided to the patients in hospital. Positive attitudes and positive actions make for a positive workplace environment.

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