

Analysis of Role Functions and Career Development Influencing Factors of Nursing Staff

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ABSTRACT

This paper aims to deeply analyze the role functions and career development influencing factors of nursing staff, and put forward countermeasures. Nursing staff assume multiple role functions. At the same time, their career development will be affected by factors such as personal education background, career planning, hospital management and pressure in the working environment, as well as social recognition, and policies and regulations. In this regard, this paper gives improvement strategies from the aspects of individuals, medical institutions and society, in order to promote the career development of nursing staff and improve the level of nursing industry.

KEYWORDS

nursing staff; role function; career development

In the field of health care, the role of nursing staff is very important. They shoulder a variety of role functions, and are the key assistance in the recovery of patients. However, the current career development of nursing staff faces multiple challenges. This study will focus on this phenomenon, deeply analyze the role functions of nursing staff, comprehensively analyze the influencing factors of their career development, and explore effective strategies to promote their career development, so as to provide references for improving nursing quality and industry development.

1 Role Function Analysis of Nursing Staff

1.1 Core Role in Clinical Nursing

As caregivers of patients, during the patients' hospitalization, the nursing staff undertake a full range of basic life nursing responsibilities. From carefully preparing a balanced diet in line with the patient's condition, to assisting the patient's daily living activities, every link is full of humanistic care. At the same time, nursing staff also need to rely on keen observation and professional knowledge to always closely monitor the patient's vital signs, symptoms and other changes in the condition. Once subtle abnormalities are detected, they must be reported to the doctor promptly and accurately, and timely countermeasures must be taken. In the long process of promoting patient recovery, nursing staff build a solid foundation with patience and care, which is an indispensable key strength.

As treatment facilitators, nursing staff need to be deeply integrated into the medical team collaboration system. When performing drug injection, nursing staff should strictly follow the doctor's advice, and accurately control the dose, injection site and time to ensure the maximum effect and the minimum risk of drug treatment. In wound care, they should use professional skills to carry out cleaning, disinfection and dressing to prevent infection and promote wound healing. Nursing staff ensure the standardization and safety of the treatment process with a high degree of professionalism and rigorous attitude, which is not only an important support link for the smooth promotion of medical services, but also the key guarantee for the orderly development of patient treatment process.

1.2 Health Educator and Consultant

In terms of disease prevention education, nursing staff, with their professional knowledge, will actively disseminate disease prevention knowledge to patients and their families. For patients with chronic diseases, the principle of reasonable diet collocation should be explained in detail, and appropriate exercise programs should be designed according to the patients' physical conditions to help them identify risk factors of diseases, such as bad living habits and family heredity, and effectively reduce the risk of disease recurrence, thereby improving the public's health literacy at the source and enhancing the overall health management awareness^[1].

In the rehabilitation guidance and consultation, nursing staff will fully consider the rehabilitation stage of the patient and carefully formulate a personalized rehabilitation plan. In the process of implementing the rehabilitation plan, nursing staff will patiently answer the questions encountered by the patients, and provide professional movement correction and

psychological support, so as to help the patients gradually recover their physical functions, improve their self-care ability, and finally return to society smoothly, and regain life confidence and social roles.

1.3 Coordinating Manager

In the aspect of medical team coordination, nursing staff are at the core position. With good communication skills and organizational skills, they actively liaise with various departments and different professionals. Specifically, when encountering difficult and complicated cases, nursing staff will quickly coordinate the consultation of experts in relevant departments, timely transfer the patient's condition information, and ensure that the medical team can work together, thus effectively improving the efficiency and quality of medical services, and avoiding delaying the treatment of patients due to poor information or collaboration problems.

In the management of nursing resources, nursing staff also shoulder heavy responsibilities. For the ward nursing equipment, it is necessary to check and maintain regularly to ensure its normal operation. It also needs to optimize the equipment use process according to the needs of patients to improve the utilization rate of the equipment. In terms of drug management, it is necessary to strictly control the quantity and validity period of drugs, and timely supplement the shortage of drugs.

2 Analysis of Influencing Factors of Career Development of Nursing Staff

2.1 Personal Factors

Personal factors play a key role in the career development of nursing staff. Among them, educational background and professional skills, as well as career planning and self-improvement consciousness are the important influencing dimensions.

From the perspective of educational background and professional skills, the education level largely determines the starting point and development potential of nursing staff's career^[2]. Highly educated nursing staff often have a more solid theoretical foundation, and have stronger understanding and application abilities in the face of complex diseases and emerging nursing technology, which enables them to stand out in the promotion competition and achieve certain results in scientific research projects. The depth and breadth of professional knowledge determine the ability of nursing staff to respond to diverse clinical needs, and the degree of technical proficiency is directly related to work efficiency and quality. Those with excellent skills can effectively undertake difficult nursing tasks such as intensive care and operative cooperation, and win more career development opportunities.

In terms of career planning and self-improvement awareness, clear career planning points out the forward direction for nursing staff. Nursing staff with clear career goals can specifically improve their abilities, accumulate experience and actively seek job opportunities that fit their career development path. To maintain a positive attitude towards continuing education and training, nursing staff can continue to update the knowledge system, master cutting-edge technology, and enhance professional competitiveness, so as to achieve growth and breakthrough in the changing medical environment, and effectively adapt to the new requirements and new trends of the nursing industry development.

2.2 Work Environment Factors

In the process of nursing staff career development, working environment factors are very important. Among them, the influence of hospital management and culture, as well as work load and pressure are particularly significant.

As far as hospital management and culture are concerned, the reasonable management system is the cornerstone of nursing staff career development. A fair and equitable promotion mechanism can ensure that outstanding talents get development opportunities based on their own abilities, and encourage them to continuously improve their professional skills and comprehensive qualities. Effective incentive mechanisms, such as setting up special reward funds and providing training opportunities, can further enhance the career development motivation of nursing staff. A positive nursing management model and cultural atmosphere, as well as a career growth plan that attaches importance to the opinions of nursing staff and encourages teamwork and innovation can help to create a good working environment, promote the continuous improvement of nursing staff and achieve career goals.

In terms of workload and pressure, the high intensity and long duration and the frequent response to emergencies in nursing work cannot be ignored. Long-term continual work can make nursing staff physically and mentally tired. For example in the emergency department, facing a constant stream of patients, nursing staff need to maintain high alert at all times. This continuous pressure is easy to cause job burnout, manifested as emotional exhaustion, depersonalization and reduced personal achievement, etc., which seriously affects the enthusiasm and commitment of nursing staff to work, weakens the motivation for career development, and hinders their in-depth exploration and promotion in the field of

specialization.

2.3 Social Factors

In terms of social recognition and professional image, the degree of social respect for nursing is directly related to the professional pride and self-confidence of nursing staff. The traditional concept has a cognitive bias that nursing work is simply regarded as basic service work such as injection and dressing change, but ignores the professional value and important contribution of nursing staff in the medical system. This prejudice makes nursing staff marginalized in social status and professional reputation, affects their self-identity and professional achievement, and easily leads to negative emotions. In this regard, the social recognition of nursing staff should be effectively improved, and excellent nursing deeds should be promoted through the publicity of the key role of nursing staff in the process of medical treatment and patient rehabilitation, so as to enhance the professional pride of nursing staff, attract more outstanding talents to join the nursing industry, stabilize the nursing team, and create a positive social environment for the development of nursing profession.

In terms of policies, regulations and industry standards, the adjustment of medical and health policies and the updating of nursing industry norms and standards have a clear orientation and constraint effect on the career development of nursing staff. With the progress of medical technology and changes in social health needs, new policies have been introduced constantly, which have promoted the professionalization of nursing and the development of nurses towards specialized nursing and advanced practical nursing^[3]. Nursing staff must continue to learn to adapt to new industry requirements, such as mastering the latest nursing operation standards and the application of information technology in nursing, so as to keep up with the pace of career development, and meet the expectations of clinical practice and society for the improvement of nursing service quality.

3 Countermeasures and Suggestions for Promoting the Career Development of Nursing Staff

3.1 Improvement Strategies for a Person

Continuing education and skill strengthening is one of the important ways. With the continuous updating of knowledge and technology in the nursing industry, the academic conference brings together cutting-edge research results and practical experience, enabling nursing staff to have access to the latest nursing technology and concepts, including precision nursing and telenursing technology^[4]. Specialized training courses are targeted at specific fields and help deepen professional knowledge. The continuing education program provides systematic learning opportunities, which can help to stimulate the participation of nursing staff, improve their clinical practice ability and professional quality, enhance their employment competitiveness, and better cope with complex and changing clinical scenarios, thus laying a solid foundation for career development.

Defining career goals and path planning is essential. Nursing staff should comprehensively assess their own interests. For example, if they have a strong interest in pediatric nursing, they can focus on research in this field. Nursing staff can consider their own ability advantages. Those who have strong communication and coordination abilities can consider the direction of nursing management. Nursing staff should pay attention to the dynamics of market demand, such as understanding the current shortage of community nursing talents. On this basis, nursing staff can make short-term and long-term goals. The short-term goal can be to obtain a specialized nursing certificate, and the long-term goal can be to become a department nursing specialist or a nursing department manager.

3.2 Optimization Measures for Medical Institution Management

In terms of improving the management mechanism and incentive system, a scientific and reasonable performance evaluation system should cover all dimensions of nursing work, such as patient care quality, operational skill proficiency, and teamwork ability, to ensure that the evaluation results can truly reflect the work performance of nursing staff^[5]. A fair and equitable promotion system should be based on the results of performance evaluation to provide clear career promotion channels for nursing staff and stimulate their work enthusiasm. The establishment of nursing research fund should focus on encouraging nursing staff to carry out clinical research to improve their academic level and innovation ability. The reward system of excellent nursing staff should emphasize on giving material and spiritual rewards to those who show outstanding performance to enhance their professional pride.

In order to improve the working environment and rationally allocate resources, nursing shifts should be reasonably arranged, and staff allocation should be dynamically adjusted according to the workload in wards and patients' conditions to avoid overwork. In addition, it should also ensure that the ward nursing equipment is complete and good performance, and the drug supply is timely and sufficient. By optimizing the nursing process, it can reduce unnecessary

work links, improve work efficiency and quality, enable nursing staff to invest more energy in professional promotion and career development, and thus create a good career development environment.

3.3 Support Actions from the Society

Strengthening publicity and enhancing social image is a key link. The media can set up a nursing column to report in detail the touching stories of nursing staff in the fight against the epidemic and daily medical assistance to show their professionalism and dedication. Relevant departments can organize public benefit activities such as nursing knowledge into the community, so that the public can closely understand the content and importance of nursing work, and change the old concept that nursing is simply regarded as auxiliary work. Through these measures, the community's recognition and respect for the nursing profession will be enhanced, and more outstanding talents will be attracted to join the nursing team, so as to inject new vitality into the professional development of nursing staff, and enhance their professional pride and sense of belonging.

It is of great significance to promote policy formulation and industry development. Nursing industry associations, experts and scholars should actively speak out, and put forward suggestions to enhance the treatment and protection of nursing staff and improve the professional promotion rules according to the needs of clinical practice in the discussion of policies and regulations, so as to ensure that the policies are realistic. A good policy environment and industry atmosphere can provide clear career development guidelines for nursing staff, encourage them to continue to learn and progress, expand career development space, and promote the nursing industry to a new height.

4 Conclusion

To sum up, it is of great significance to deeply analyze the role functions of nursing staff and the influencing factors of their career development, and put forward multi-level strategies. It can help nursing staff to clarify their own positioning and development direction, promote the optimization management of medical institutions, and enhance social awareness of the nursing industry. Continuous attention and practice of these strategies will promote the improvement of the quality of nursing teams, ensure the quality of nursing services, lay a solid foundation for the development of medical and health services, and better meet the growing health needs of society.

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