

Free research paper about solutions to the problem using pico

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Solutions to the Problem using PICO

P (participants) - nursing staff with high rate of turnover

I (intervention) – proposed improvement in the effectiveness of interventions to promote nurse retention

C (Comparator) - Doing nothing/ maintaining the status-quo

O (Outcome) - reduce job turnover in the healthcare sector

Therefore the PICO question will be:

Does the proposed improvement in the effectiveness of interventions to promote nurse retention benefit or influence nursing staffs with high rate of turnover to reduce job turnover in the healthcare sector?

Solution

In order to get the solution, 517 nurses (P) participated in an interview that took the form of screened publication. The researchers used the PRISMA criteria to assess the quality of their interview reports, on the proposed improvement in the effectiveness of interventions (I) to promote nurse retention. However, in the study, the comparator (C) was deemed as

maintaining the status-quo. For the nurses with low retention tendencies, it was expected that after the proposed interventions, they will show reduced job turnover, as outcome (O). The results showed that financial incentives would have a greater impact on improving retention in the nursing sector. The other factors included work places that have supportive relationships, information and communication and improved quality and safety of the working environment. However, additionally, issues such as nurse shortage, nursing standards and competencies and nursing quality and safety education should be addressed (Mbemba et al., 2013).

Reference

Mbemba, G. et al. (2013). REVIEW open access interventions for supporting nurse retention in rural and remote areas: an umbrella review. Human Resource for Health, 11 (44).