

Week 8 705

Health & Medicine



Week 8 705 June 18, Week 8 705 DNP's, especially in leadership roles, work with other personnel in a care set up and this demand for understanding of concepts that relate to the personnel's roles such as budgeting and human resource management that also inform the DNP's leadership roles. Some of the line personnel with whom DNP's collaborate are "managers, discharge planners, and healthcare teams" whose roles require understanding of patients' turnover and associated costs (Waxman, 2012, p. 57).

Besides practice roles such as diagnosis and prescriptions, DNP's manage patient problems and, therefore, influence cost decisions for meeting patients' needs (National Council of State Boards, n. d.). This requires knowledge on budgeting and components of budgets so that a DNP can collaborate with line personnel and inform them to ensure availability of resources for meeting patients' needs. Ordering of tests and prescription of medicines originates from DNP's and the professionals are the right source of information for budgeting for the necessary resources. DNP's knowledge on budgeting can facilitate accuracy in resource allocation and availability of the required resources. In addition, ability to identify each of the direct costs such as personnel, equipments, supplies, and training expenses and to allocate expected costs to them facilitates budgeting within a DNP's department and informs a facility's budgeting (Loyns & Gitlin, 2008).

Personnel are critical to service delivery and understanding workload volume informs DNP's on the required human resource base. The most common volume and peak volume are important to estimating extreme ends of a facility's needs that can ensure economic, but sufficient, allocation of resources. Reliance on most common workload, together with further analysis then informs DNP's roles in budgeting for their departments and

their facilities. As a leader, a DNP needs to understand human resource planning concepts for informing human resource management on appropriate human resource composition and for ensuring optimal personnel output in a DNP's department through motivational factors (Waxman, 2012; Loyns & Gitlin, 2008).

References

Loyns, K. & Gitlin, L. (2008). *Successful grant writing: Strategies for health and human service professionals*, 3rd ED. New York, NY: Springer Publishing Company.

The National Council of State Boards. (n. d.). *APRNS in the US*. The National Council of State Boards. Retrieved from: <https://www.ncsbn.org/aprn.htm>.

Waxman, K. (2012). *Financial and business management for the Doctor of Nursing Practice*. New York, NY: Springer Publishing Company.