

研究業績 英文表記

和文	
表題	中小規模病院の看護管理者が感じる困難とその構造
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英文	
Title	Management challenges and their Structure of difficulty, as experienced by nursemanagers at small- to mid-sized hospitals
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Abstract	<p>The purpose of this study was to clarify the relational structure of challenges faced by nurse managers in small- to mid-sized hospitals. Semi-structured interviews were conducted with 6 nurse managers (nurse supervisors) at the small- to mid-sized hospitals being studied, and the results were analyzed using by a qualitative integrated method (KJ method).</p> <p>The results showed that the management challenges experienced by nurse managers at small- to mid-sized hospitals were rooted in the complexity of having multiple workplace roles, such as dealing with staff dissatisfaction and educating staff in various positions with different life experiences and educational backgrounds, and in the generally chaotic conditions in small- to mid-sized hospitals. Furthermore, the nurses who make up most of the workforce in a hospital shortages and staff retention problems can form a vicious cycle. The difficulty faced by nurse managers, who must educate themselves by acquiring experience in this environment, thus became clear. This study clarified the structural relationship between the various challenges that nurse managers at small- to-mid-sized hospitals must shoulder while supporting nurses in their workplaces.</p>
keyword	Nurse manager, Administrative difficulties, small-to mid-sized hospitals

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