

**Title:**

Including Human Resources Professionals and Practices to Improve Nursing Worklife

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**Session Title:**

Improving Quality of Nursing Worklife: A Global Perspective

**Slot:**

F 15: Friday, 28 July 2017: 2:30 PM-3:45 PM

**Scheduled Time:**

2:50 PM

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**Keywords:**

collaborate with nurse leaders, evidence-based HR strategies and social sub-system

**References:**

Lee, Y.W., Dai, Y.T., McCreary, L.L., Yao, G., & Brooks, B.A. (2014). Psychometric properties of the Chinese-version Quality of Nursing Work Life Scale. *Nursing & Health Sciences*, Article first published online: 17 MAR 2014 DOI: 10.1111/nhs.12099

Omoike, O., Stratton, K., Brooks, B.A., Ohlson, S., & Storfjell, J. L. (2011). Advancing Nursing Leadership: A Model for Program Implementation and Measurement *Nursing Administration Quarterly*, 35(4), 323–332.

**Abstract Summary:**

Human resources (HR) professionals can play a major role in improving nursing worklife. The social subsystem, comprised of the people who work in the organization and the relationships among them, must be able to successfully meet a number of interrelated goals: fill occupational roles through recruitment, socialization, and retention initiatives.

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Define the social sub-system component of socio-technical systems theory.	Define socio-technical systems theory. Describe the social sub-system. Identifying employee needs via worklife survey.
Describe how the human resources department can collaborate with nurse leaders to select evidence-based strategies to improve nursing worklife.	Selecting Evidence-based Human Resources (HR) strategies Collaborating with nursing leadership Evidence-based HR strategies

## **Abstract Text:**

**Purpose:** Human resources (HR) professionals can play a major role in improving nursing worklife. The social subsystem, comprised of the people who work in the organization and the relationships among them, must be able to successfully meet a number of interrelated challenges: attain the goals set for the organization, adapt to the organization's environment, integrate the activities of the organization's stakeholders, and fill essential, occupational roles through recruitment, socialization, and retention initiatives.

**Methods:** More broadly, the social subsystem includes the reasons that employees choose to work for an organization, their attitudes toward it, their expectations of it, patterns of supervisory-subordinate relationships, skill levels of employees, and the nature of the subgroups within the organization. The STS theorists contend that the surest way to direct the efforts of organizational members toward organizational goals is to identify the needs that people bring with them to the workplace, and incorporate the means to meet those needs through technological design and the work itself. In short, the social subsystem encompasses all of the human qualities that each member of an organization brings with them to the workplace.

**Results:** If provided with an appropriate set of tools, Human Resources can leverage the greatest impact on the social subsystem of an organization. Using data from the quality of nursing worklife survey, Human Resources is able to identify the needs that employees bring with them to the workplace, and can then design means to meet those needs through various compensation and employee benefits, learning and development, and other human resources programs.

## **Conclusion:**

Nurse leaders can then partner and collaborate with HR to select those evidence-based practices that can help deliver greater levels of individual performance, organizational performance, productivity, which all help provide the larger organization with a superior financial performance. From labor and employee relations training, to creating effective on-boarding programs, to individual and team coaching initiatives, working in collaboration with Human Resources can influence the social subsystem. In this session, a senior human resources executive will review selected, high impact HR practices that can be used to improve the quality of nursing worklife.