

Recruitment of Nurses

**KARTHIKA C, Dr.J.ANTONETTE ASUMPTHA,Dr .Prof.
 RAVICHANDRAN**

*Department of Entrepreneurship Studies, Madurai Kamaraj University.
 Dr. ROSHAN ROYEN, Royen dental health care.*

Date of Submission: 28-11-2020

Date of Acceptance: 13-12-2020

ABSTRACT:

We study the use monetary incentives might be counter – production , we analyses the effect of fining owners of long – term care institutions who prolong length of stay at hospital. We developed prediction models for hospital admission and prolonged length of stay in older adults admitted from the emergency department (ED).

KEYWORDS: Hospital length of stay, Heart failure, prognosis, Ejection fraction, Natriuretic peptides.

I. INTRODUCTION:

Mid- regional pro- atrial natriuretic peptide (MR – pro ANP), procalcitonin (PCT) and mid – regional pro – adrenomedullin (MR – pro ADM) demonstrated usefulness for management of emergency department patients with dyspnea. This was a retrospective cohort study of patients aged 70 years or older who visited a geriatric ED in Brazil (N = 5,025 visits). Hospital admission and prolonged length stay.

II. REVIEW OF LITERATURE

YEAR	TITLE AND YEAR PUBLISHED	AUTHOR	FINDIND
2006	Dose monetary punishment crowd out pro-social motivation A natural experiment on hospital length of stay.	Tor Helge Holmas EgilKjerstad Hilde Luras Odd Rune Straume	Are explicit monetary incentive schemes necessary the best way to motivate economic agent to perform in accordance with social objectives. We discuss the issue based on the issue based on empirical study of the behaviour of the health care and long – team care providers in Norway.The regulator (social planner)designs an incentive scheme that makes the regulated firm perform in the best interest of society.
2008	Regional differences in surgical care based upon uniform physician and hospital discharge abstract data	Don E. Detmer M.D., Timothy j. Tyson M.S	The hospital cooperation was generally excellent and with exception of 2 hospital each of approximately 300 beds were noted. while , the remainder were obtained from hospitals subscribing to computerized record- keeping (PAS,HSD).population based surgical rates for various common surgical procedures were analyzed on a regional basis by examining select uniform hospital discharge abstract data from Wisconsin hospital . information of this type has signification both for professional standard review organization (PSRO) and Health Planning Agencies (HPAS). Further work will be necessary to define optimal surgical rates.

2009	Prevalence and prognosis of heart failure with preserve ejection fraction and elevated N-terminal pro brain natriuretic peptide: a 10 year analysis from the Copenhagen hospital heart failure study.	Christian malchau Morten Bay Vibeke Kirk Jens Gotze Olav Wendelbone Nielsen	After years of focusing on the clinical syndrome of heart failure (HF) with reduced systolic left ventricular ejection fraction (HFREF), there has been increasing interest in HF with preserved ejection fraction (HFPEF) using a heart failure diagnosis requiring elevated NT-proBNP reduces the prevalence of HFPEF and result in a survival similar to that of heart failure with reduced ejection fraction .in contrast,when NT-proBNP is not used for the heart failure diagnosis or adjusted for , HFPEF is associated with a lower mortality in both univariate and multivariate analysis .
2010	N-terminal pro brain natriuretic peptide in the management of patients in the medical emergency department (PROMPT): correlation with disease severity utilization of hospital resources , and prognosis in a large ,prospective randomized multicentre trial.	Andreas luchner Martin Mockel Eberhard Spanuth Joachim Mocks Dirk Peetz Hannsorg Baum Christoph spes Christian E. Wrede JornVollert Reinhold muller HugoKatus EvangelosGiannitsis	N -terminal pro brain natriuretic peptide (NT-pro BNP Is a potent marker of heart failure and other cardiac diseases. The value of NT-pro PNB testing in the medical emergency department (ED) was assessed in patients 65 years old this large prospective randomized controlled multicentre trial was conducted in six medical Eds. Data for evaluation of the primary endpoint of hospitalization were available for 1086 patients. Although NT-pro BNP does not affect overall hospitalizations, it is associated with better stratification of patient care and is strongly correlated with subsequent utilization of hospital resources and prognosis.
2011	A plea for pro-maternity hospital	J.W.Ballantyne , M.D	The pro-maternity hospital need not be a separate establishment :it may quite well be an annex of the many come to be of equal size with the maternity, but it must be distinct from the maternity :it will be for the reception of patients who have in past pregnancies suffered from one or other of the many complication of the pregnant state has been diagnosis.The idea of a pro-maternity hospital has been forced into my mind by several circumstances during the last few years but more particularly by communication which I have received from medical mem in various parts of this country and the united states.

2012	N-terminal pro brain natriuretic peptide in the management of patients in the medical emergency department (PROMPT) :Correlation with disease severity , utilization of hospital...	Andreas Luchner Martin Mockel Eberhard Spanuth Joachim Mocks Dirk Peetz (2012)	N-terminal pro brain natriuretic peptide (NT-pro BNP) is a potent marker of heart failure and cardiac diseases. The value of NT-pro BNP testing in the medical emergency department (ED) was assessed in patients >65 years old. Although NT-pro BNP does not affect overall hospitalization, it is associated with better stratification of patient care and I strongly correlated with subsequent utilization of hospital resources and prognosis.
------	---	--	--

2013	The effects of market concentration and horizontal mergers on hospital costs and prices	Robert A Conner Roger D Feldman Bryan E Dowd.(2013)	Antitrust advocates believe that horizontal markets can reduce competition and increase prices while merger advocates believes it can benefit consumers by reducing service duplication .This study analysed the market condition , operation characteristics, and costs and prices of approximately 3500 short-term general hospital (including 112 within – market-area mergers) from 1986-1994 to investigation the result show :and managed care penetration.Lower pre-merger occupancy rates: and some evidence that post-merger price reductions were smaller in less-competitive markets.
------	---	--	--

2014	Postoperative atrial fibrillation independently of hospital stay after cardiac surgery	J Auer T Weber R Berent CK Ng	Postoperative atrial fibrillation (AF) occurs in up to 50% of cardiac surgery patients and represent the most common postoperative arrhythmic complication A reduction of the length of hospital stay is a desirable goal in preventive strategies of postoperative F. The aim of the present investigation was to determine whether prolonged postoperative hospital stay associated with AF after cardiac surgery is attributable to the arrhythmia itself or to baseline characteristics of patients who develop AF .Despite baseline characteristics differed between patients with and without postoperative AF ,most of the prolongation of hospital stay can be attributed to the rhythm disturbance itself.
------	--	--	---

2015	A framework for operational modelling of hospital resources	PAUL R HARPER	The provision of hospital resources , such as beds, operating theatres and nurses, is a matter of considerable public and political concern and has been the subject of widespread debate . the political element of healthcare emphasises the need for objective method and tools to information the provide a better foundation for decision making . the effectiveness of the framework is demonstrated through the development and use of an integrated hospital capacity tool.
------	---	---------------	---

2016	Patient – reported health outcomes after total hip and knee surgery in a Dutch university hospital setting: result of 20 years clinical registry.	PHILIP J VAN WEES JOOST JG WAMMES REINIER P AKKERMANS JAN KOETSEN RUIJTER	The patient reported outcome (PRO) measurement is a method for measuring perception of patient on their health and quality of life . the aim of this paper is to present the result of PRO measurement in total hip and knee replacement as routinely collection during 20years of surgery in a university hospital setting. The functional status of a large cohort of patients signification improved after hip and knee replacement based on routine data collection. Our study shows the feasibility of the routine collection of PRO data in patient with total hip and knee replacement . the use of PRO data provides opportunities for continuous quality improvement.
2017	Indigent care as Quid Pro Quo in hospital regulation	GARY M FOURNIER ELLEN S CAMPBELL	Hospital expend considerable resources each years to provide health care to the poor . why do some hospitals voluntarily take on a disproportionate burden of this care our view is that the burden hospital are not simply altruistic. They are indirectly compensation for this expense with legal protections against competition under certificate of need (CON) regulation .we test this hypothesis in a recursive model explaining which hospital are likely to win CON regulation approval. The results indicate that controlling for the endogeneity of indigent care regulators in systematically awarded licenses to hospital providing greater amounts of care to the poor.
2018	Importance of hospital volume in the overall management of pancreatic cancer	JULIE ANN SOSA HELEN M BOWMAN TOBY A GORDON FRIC B BASS CHARLES J YEO KEITH D LILLEMOR HENDRY	To determine whether hospital volume is associated with clinical and economic outcomes for patients with pancreatic cancer who underwent pancreatic resection , palliative bypass, or endoscopic or percutaneous stent procedures in Maryland between 1990 and 1995 patients with pancreatic cancer who are to be treated with curative or palliative procedures appear to benefit from referral to a high -volume provider.
2019	Comparing the contributions of groups of predictors which outcomes vary with hospital rather than patient characteristics	JEFFREY H SILBER PAUL R ROSENBAUM RICHARD N ROSS	In a model such as a logit regression model we wish to compare the relative importance of two group of predictors for various objectives in the example that motivated model predicts patient outcomes during hospital stays and we wish to measure the relative contribution of patient and hospital characteristics to the variation in outcomes among patients and among hospitals this is done using the relative dispersion of patient and hospital contributions to the fitted outcomes relevant point estimates ,confidence intervals and hypothesis tests are developed.

RESEARCH GAP:

To ensure effective utilization of research in nursing more evidence which illuminates the way think about research the value which they put on it , and how they everyday.

DATA COLLECTION:

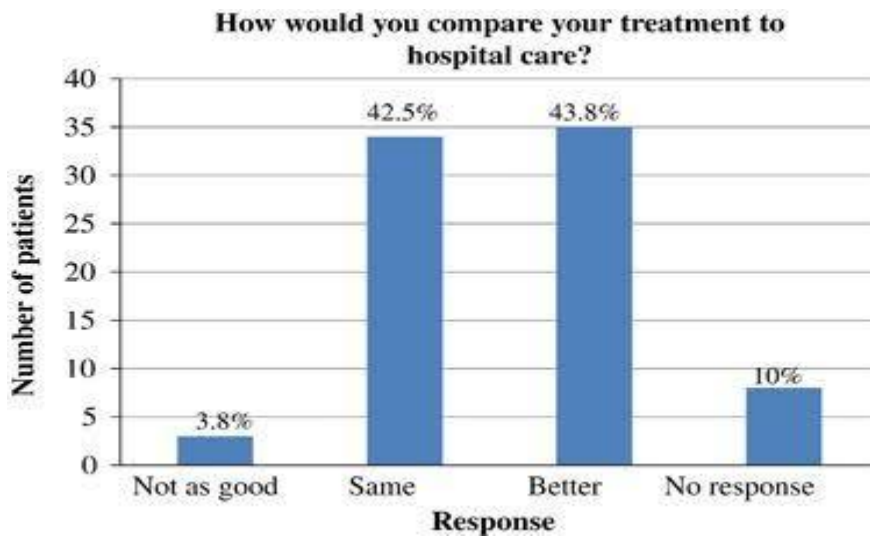
The proposed system for defining and recording preoperative complications associated with esophagectomy provides an infrastructure to

standardize international data collection and facilitate future comparative studies and quality improvement projects.

We gave more than 120 questionnaires and received 100 valid question with which we did the analysis .

DATA ANALYSIS and CONCLUSION:

We use excel sheet to analysis data and we use simple random sampling to pick data. Convergent and discriminate was proved.



HIGHEST QUESTION

QUESTION 1:

It is easy to communication with the other office staff in the practice-3.81

QUESTION 3:

It doctor(s) is are appreciative of my work-3.88

LOWEST QUESTION

QUESTION 10:

We send practice information to patients when they schedule appointment-2.15

REFERNCES:

[1]. Tor Helge, Dose monetary punishment crowd out pro- social motivation A natural experiment on hospital length of stay.,2006

[2]. Don E. Detmer, Regional differences in surgical care based upon uniform physician and hospital discharge abstract data,2008,

[3]. Tyson, Regional differences in surgical care based upon uniform physician and hospital discharge abstract data,2008

[4]. Jens Gotze,,Prevalence and prognosis of heart failure with preserve ejection fraction and elevated N-terminal pro brain natriuretic peptide: a 10 year analysis from the Copenhagen hospital heart failure study,2009.

[5]. Andreas Luchner, N-terminal pro brain natriuretic peptide in the management of patients in the medical emergency department (PROMPT): correlation with disease severity utilization of hospital resources , and prognosis in a large ,prospective randomized multicentre trial.,2010

[6]. J.W.Ballantyne ,A plea for pro- maternity hospital,2011.

[7]. Bryan E, The effects of market concentration and horizontal mergers on hospital costs and prices,2013.

[8]. J Auer, Postoperative atrial fibrillation independently of hospital stay after cardiac surgery,2014.

[9]. JOOST JG WAMMES, Patient – reported health outcomes after total hip and knee surgery in a Dutch university hospital setting: result of 20 years clinical registry, 2016.

[10]. LILLEMØE HENDRY, Importance of hospital volume in the overall management of pancreatic cancer, 2018.

APPENDIX:

A) **About PRO in hospital:**

ITEMS	STRONGLY DISAGREE	DISARGEE	NEUTRAL	AGREE	STRONGLY AGREE
It is easy to communication with the other office staff in the practice.					
I have opportunities to interact with the doctor(s).					
It doctor(s) is are appreciative of my work.					
My data are clearly defined.					
I have opportunities to get training to do my work.					
I enjoy the work that I do.					
My fellow staff members work as a team to foster a good work environment.					

I am well paid for my work.					
The benefits and pay I received are adequate.					
We great patients by name as soon as they enter our office.					
We send practice information to patients when they schedule appointment.					
We treat each questions thoroughly and courteously.					
We treat each patient as if he/she were a guest in our homes.					
The staff and the doctors have a friendly and caring towards patient.					
The staff is liked by the patients.					