

AWARENESS AMONG NURSING STAFF ABOUT ROLES AND RESPONSIBILITIES IN A TERTIARY LEVEL HEALTH CARE INSTITUTE, INDIA

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ABSTRACT

Job analysis provides information about nature of the job and the characteristics or qualifications that are desirable in the job holder. In an organization employees are responsible and accountable for their activities. Each activity has its own set of responsibilities and employees are given appropriate authority to perform these activities. Indirectly or directly employees are responsible for the organization. Hence a clear understanding of what they are supposed to do becomes a pre requisite for effective utilization of organizational resources. Present study was carried out to find out awareness among nursing staff regarding their roles and responsibilities. It was a descriptive epidemiological cross-sectional study. Representative group of 60 (females) nursing staff (48 staff nurses and 12 sister in-charge) were selected by simple random method and interviewed using pre-formed, pre-tested semi structured schedule. A total of 48 (80.0%) of the nursing staff were working at Nair Hospital from the beginning, without any prior experience in other hospitals. Most of them 53(88.33%) did not receive job orientation. Difference between role and responsibility was not very clear to the sisters in charge as well as to staff nurses. Roles and responsibilities were not properly understood by the nursing staff as they were lacking orientation training at any stage in their service. Thus, development of well planned orientation program for all new staff members is necessary

KEYWORDS: Job Analysis, Nursing Staff, Roles, Responsibility