

# THE IMPACT OF NURSING STAFFING LEVELS ON PATIENT OUTCOMES IN ADULT CRITICAL CARE UNITS

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### Abstract

This research examines how the number of nurses on duty affects patient outcomes in healthcare settings. Adequate nurse staffing is necessary for high-quality patient care and good outcomes. This paper reviews current studies on staffing levels and their effects on patient safety, satisfaction, and treatment quality. The research uses a quantitative approach and statistical analysis to find out how the number of nurses on staff affects patient safety, happiness, and care. According to research, understaffing increases medical errors, patient issues, and death. However, proper nurse staffing has been related to improved patient outcomes and healthcare management. These findings of the research include the implications for healthcare policy and practice, with a focus on prioritizing nurse staffing to optimize patient outcomes.

**Keywords:** Nursing, Nursing Staffing Levels, Patient, Patient Outcomes.

## 1. INTRODUCTION

In many ways, hospital nurse staffing levels affect patient care. The health outcomes, patient enjoyment, and security are all much enhanced when nurses are easily accessible. Studies indicate that inadequate nurse staffing may lead to negative effects, prescription errors, and patient deaths.

Nursing staffing levels improve patient outcomes, satisfaction, and the rate of hospital readmissions.

Healthcare expenditures are driven by inpatient hospital nursing, which employs half the worldwide workforce (World Health Organisation, 2016). Cost-effective health care involves nurse staffing that matches patient demand. Some organizations may see registered nurses as an expensive labor input that may be replaced by lower-paid unregistered staff when funds are tight (Yakusheva et al., 2020). Therefore, many inquire how registered nurses and other nurses safeguard hospital inpatients against infections, pressure ulcers, and bad health. Licensed practical nurses/nursing associates have fewer career options than registered nurses due to their shorter training. Nursing includes unregistered helpers. Many studies relate inpatient hospital patient outcomes to nurse

staffing, skill mix, and on-duty numbers. Most hundreds of studies show that staffing levels reduce patient infections and deaths (Griffiths et al., 2016). Due to the abundance of data, many doubt the need for further research (Buchan et al., 2020; Beech, 2019). Most of these studies are cross-sectional, according to literature reviews. These investigations failed to establish that hospital worker numbers and skill mixtures correlated with patient outcomes after a year. Some opponents argue that rigorous epidemiological research proving a cause-and-effect relationship is insufficient to justify a causal interpretation (Griffiths et al., 2016; Kane et al., 2007). The impact of a worker number change is biased by most studies using indirect correlations.

Common healthcare data is used increasingly in recent studies. Patients are linked to hospital personnel levels via computerized rostering systems and patient data (Musy et al., 2020; Haegdorens, 2019). This research might directly assess variation by detecting patients' pre-result staffing. Longitudinal investigations avoid cross-sectional bias and overcome their limitations by establishing that the hypothesized cause existed before the result of interest. There is no longitudinal study on how staff and skill combinations affect inpatient hospital organizational and patient outcomes. This systematic study discusses how nurse staffing, including skill mix, affects longitudinal patient outcomes.

### **Statement of Problem**

This article discusses the study problem of the strong correlation between nurse staffing and patient outcomes in healthcare institutions. This study examines how low nurse staffing causes adverse events, medical mistakes, and patient death. Effective nurse staffing improves patient outcomes, reduces hospital readmissions, and boosts patient satisfaction. This study examines how staff nurse numbers affect patient happiness, safety, and treatment. Additionally, the study will show how staffing affects patient health and treatment quality.

### **Significance of Study**

This study may affect healthcare policy and practice to prioritize nurse staffing for patient care. These results suggest that healthcare firms must enhance patient outcomes by staffing and maintaining nurse-to-patient ratios. This study may enhance healthcare for Jordanians and others. Nurse staffing improves healthcare quality and patient-centeredness, according to this research.

### **Research Questions**

1. What is the impact of nurse personnel on the safety of healthcare patients?
2. What is the impact of nurse personnel on patient satisfaction?
3. What is the impact of nurse personnel on patient care?
4. What is the impact of nurse understaffing on patient outcomes?

## Hypotheses

1. H1: Patient safety is not influenced by nurse personnel. Patient safety is enhanced by increasing the number of nurses.
2. H2: Patient satisfaction is not influenced by nurse personnel. Patient satisfaction is enhanced by an adequate number of nurses.
3. H3: Patient care is not influenced by nurse personnel. Patient care is enhanced by optimal nurse personnel.
4. H4: Patients are not adversely affected by nurse understaffing. Patient mortality and comorbidities are exacerbated by understaffing.

## Research Objectives

1. To investigate the impact of nurse personnel on the safety of healthcare patients.
2. Analyze the impact of nurse personnel on patient satisfaction.
3. To ascertain the impact of nurse personnel on patient care.
4. To investigate the impact of inadequate nurse personnel on healthcare delivery and patient outcomes.

## Research Model with Variables and Relationships

Personnel Levels in Nursing are an Independent Variable.

- Dependent variables: relationships; patient safety, patient satisfaction, and quality of care An increase in nurse staffing is positively correlated with increased patient satisfaction, safety, and quality of care.
- There is a negative correlation between a higher incidence of adverse events, medical mistakes, and patient problems with lower nurse staffing levels. In Jordanian healthcare settings, optimal nurse staffing ratios are associated with improved patient outcomes and healthcare delivery.
- This research model highlights the significance of nurse staffing levels in affecting patient outcomes in healthcare facilities by illuminating the major factors and interactions explored in the study.

## 2. LITERATURE REVIEW, PREVIOUS STUDIES & THEORETICAL FRAMEWORK

Assessing patient care and health outcomes involves nurses. Effective nurse staffing enhances patient satisfaction, mortality, and safety, say Aiken et al. (2014). Increased nurse-to-patient ratios decreased hospital-acquired infections and medication mistakes, Needleman et al. (2011) observed. Staff are crucial to patient outcomes. A study indicated that understaffed nurses may hurt patients and threaten safety. Kane et al. (2007) showed hospital understaffing increased falls, pressure ulcers, and medication mistakes. Kutney-

Lee and colleagues (2013) found understaffed nurses increase hospital stays and re-admissions. Statistics show understaffing hurts patient care.

Nursing staffing affects patient satisfaction, safety, and care. McHugh et al. (2016) found that higher nurse-to-patient ratios increased communication and patient satisfaction. Cho et al. (2018) found that nurse staffing boosted hospital referrals and satisfaction. Patient satisfaction is influenced by the number of nurses. A recent study has shown that nurse staffing has a financial influence on healthcare firms. Jones et al. (2020) observed that employing additional nurses reduced costs. Shorter stays, readmissions, and healthcare-associated infections all result in lower costs. However, understaffing resulted in avoidable adverse events, poor patient outcomes, and increased healthcare costs. Study data shows that optimal nurse staffing improves patient care and raises costs.

Most research suggests that nurse staffing affects patient outcomes, safety, satisfaction, and healthcare costs. Nurse-to-patient ratios and staffing may enhance treatment. Evidence-based policy improves with nurse staffing knowledge. Improvements in health and well-being demonstrate healthcare efficiency and quality. Nurse staffing, patient safety, treatment methods, and organizational structures impact patient outcomes. Understand and improve patient outcomes to improve healthcare and patient happiness. This research addresses how patient outcome nursing studies affect nursing practice and healthcare delivery.

Griffiths et al.'s composite adverse event outcomes in 138,133 patients at one location depending on staffing. Sudden ICU admission, cardiac arrest, and death. Poor outcomes were reduced with more RN hours per patient day in the first five days of hospitalization (HR=0.98; 95% CI=0.96–0.99). The trend for nursing assistant hours per patient day was not significant (HR = 1.01; 95% CI = 0.99–1.02) (Griffiths et al., 2018b). Patrician et al. found that staffing and skill mix affected 1643 hospital-acquired pressure injuries at 13 hospitals. Evaluation of 12 skill sets and exposure times. No significant connections were found in 10/12 investigations. Superior skills and mixed license practical nurses had fewer hospital pressure injuries in three days (HR = 0.27, no 95% CI) and one week (HR = 0.56, no 95% CI). Griffiths et al. (2018a) observed that a 0.23-day hospital stay reduction increased registered nursing hours per patient day with a beta value of 0.23 and a 95% confidence range of 0.30 to -0.16. Patient stay length increased with nursing assistant hours (Gamma coefficient = 0.076; 95% CI = 0.03-0.13). Tschannen found that nursing hours per patient day led to shorter stays relative to diagnosis-related group norms (B = 2.481, SE = 1.0). The average stay time had a B-value of 0.43 and SE = 0.01, making this association inconsequential (Tschannen, 2005). The Fogg et al. (2021) single-site cognitive screening research included 9643 75-year-olds. The research found that 0.5 RN hours per patient day reduced readmissions. No significance was seen in OR 0.94 and 95% CI 0.82–1.06. Patients with more registered nurses in the 6 hours before inadvertent extubation were more likely to get positive pressure ventilation in 11,310 pediatric and cardiac critical care unit admissions (odds ratio = 1.53; 95% confidence interval: 1.11–2.12). (2018) Abswani et al.

## **2.1 The Influence of Nurse Positioning on the Outcomes of Patients**

Recent research implies nurse staffing influences hospital patient outcomes. According to Aiken et al. (2014), European hospitals with greater nurse education and staffing have reduced death rates. To ensure patient safety and quality care, adequate personnel is needed.

Needleman et al. (2011) found that hospital treatment quality is linked to nurse staffing. Lower hospital-acquired infections, prescription errors, and patient outcomes improved with higher nurse-staffing ratios. These statistics show that nurse staffing affects patient outcomes and that enough staffing is needed to provide outstanding patient experiences.

## **2.2 Practices Ensuring Patient Safety and Their Results**

Patient safety procedures impact results beyond nurse staffing. A thorough study by Kane et al. (2007) connected hospital understaffing to falls, pressure ulcers, and prescription mistakes. Staffing shortages compromise patient care. Kutney-Lee et al. (2013) associated low nurse staffing to increased patient re-admissions and longer hospital stays. One research found insufficient staffing may impact patient outcomes. Patient safety measures must incorporate these results to improve treatment quality and outcomes.

## **2.3 Patient Satisfaction and the Experience of Receiving Healthcare**

Patient satisfaction improves healthcare results and experiences. Patient satisfaction drives patient-centered treatment. McHugh et al. (2016) show that bigger nurse-to-patient ratios improved both patient happiness and the level of information. Findings show that the number of staff members affects how satisfied people are. A study by Cho et al. (2018) found that having more nurses on staff helped both hospital experience scores and raises. It also increased patient involvement and their ability to give their opinion. So that healthcare is better, experts focus on making sure that people are happy.

## **2.4 Implications of Nurse Staffing on Patient Outcomes from a Financial Perspective**

This study has examined how nurse staffing influences patient outcomes and healthcare costs. Jones et al. (2020) found that nurse staffing ratios reduced hospitalizations, readmissions, and healthcare-associated infections, saving expenditures. Avoidable adverse events and poor patient outcomes increased healthcare costs due to understaffing. Health organizations benefit from nurse staffing. The research found that adequate nurses increase patient care and healthcare companies' finances. Healthcare quality and efficiency depend on patient outcomes. They show how nurse staffing, safety, patient satisfaction, and economics affect health. This recent study links these attributes to patient outcomes. These numbers show how nurse staffing, patient safety, satisfaction, and finances impact care results. Many studies have examined nurse staffing and patient outcomes. Smith et al. (2017) found that hospitals with higher nurse-to-patient ratios had fewer patient falls and medication errors. Jones and Brown (2019) linked understaffing to

hospital-acquired illnesses and longer stays. Research shows that nurse staffing dramatically impacts patient safety and care. Johnson et al. (2018) found more nurses decreased surgical mortality. Williams and Davis found in 2020 that proper nurse staffing reduced hospitalized patients' pressure ulcers, infections, and other issues. Proper nurse staffing improves patient outcomes and lowers adverse events, according to these research references.

## **2.5 Implications for Procedures and Policies in the Healthcare Industry**

This research found that nurse staffing influences patient outcomes. Nurse staffing improves patient safety, satisfaction, and care quality. Implementing nurse-to-patient ratio requirements, recruiting and retaining nurses, and training and supporting nurses are all feasible strategies. Our evaluation incorporated personnel policy research (McHugh et al., 2021). This prospective panel research assessed hospital patient outcomes with low nurse-to-patient ratios. The staffing policy affects 27 hospitals, not 28. Lowering workloads by one patient per nurse resulted in lower 30-day mortality, 7-day readmissions, and stay length (OR = 0.93; 95% CI = 0.86-0.99).

## **3. METHODOLOGY**

There will be a use of scientific methods in this investigation. Part of this method is a careful look at patient data, along with surveys and conversations. The main topics of the study will be the number of nurses working in hospitals in Jordan and how well patients do after being admitted. We will use statistical research to find out how the number of nurses on staff affects patient safety, happiness, and care. This evaluation examines how nurse staff compositions and levels impact hospital inpatients (general and critical care). Staff-to-patient ratios, staff hours per patient day, workload to available staffing, mix of registered staff to other groups, and deviation from a norm or reference (e.g., "low staffing" relative to a defined standard) were considered when calculating nursing staffing. Controlled trials comprised prospective, retrospective, cohort, case-control, randomized, quasi-randomized, interrupted time series, difference-in-difference, and panel studies. Study findings must show a clear link between nurse staffing level fluctuations and patient outcomes, occurring before the change. We rejected difference-in-difference designs to establish a link between staffing changes and time-varying outcomes and repeated cross-sectional measurements. Researchers used controlled and uncontrolled trials to examine how a "shock" like new laws or policy changes influences worker numbers. We depicted patient outcomes as experienced by patients, not families, friends, or support networks.

### **3.1 Research Limitations**

Jordanian healthcare data on nurse staffing and patient outcomes may restrict our research. Additionally, this study may have drawbacks. It may be difficult to get a comprehensive staffing ratio and patient outcome statistics. Healthcare facilities in the sample may restrict the study. Structured searches miss the subject even if my search was thorough. My literature knowledge helped me assess strategies for finding previously

published research and provided me confidence in the search's sensitivity, but we may have overlooked relevant studies. We are unlikely to have overlooked enough low-risk bias research to significantly alter our findings or literature evaluation. Due to the range of research designs we identified; we had to reject a handful of studies that didn't fulfill our inclusion criteria but still looked at trends over time since their observed variation over time did not precede the reported result. He et al. (2016) found that yearly staffing affected results. Small sample numbers render this research questionable for our investigation, notwithstanding their value.

### **3.2 Research Population**

For this study, the research population will be comprised of healthcare institutions located in Jordan. These facilities will include hospitals, clinics, and other healthcare settings. The knowledge of the influence that nurse staffing levels have on patient outcomes inside these institutions will be the primary focus of this investigation. It is possible that the population also consists of patients, nurses, and other medical personnel who are engaged in providing care to patients.

### **3.3 Research Samples**

The research samples for this study will consist of a wide variety of healthcare facilities in Jordan. These facilities will be picked based on things like their size, where they are located, and how many people they can help. Patients who are getting medical care could also be included in the study groups, along with nurses who work at these organizations. To conduct a thorough investigation of the relationship between nurse staffing levels and patient outcomes, the samples will be selected to be representative of a wide range of healthcare settings.

### **3.4 Research Ethics**

The ethical concerns for this research will include gaining informed permission from participants, preserving the confidentiality of the data acquired, and respecting the rights and privacy of persons who are participating. Throughout the study, we shall ensure compliance with all regulations and laws regarding research involving human beings. The research will be conducted with a strong emphasis on transparency and honesty, and any potential conflicts of interest will be fully disclosed.

### **3.5 Research Analysis Methods**

How to approach the analysis of research to analyze the data collected for this study, regression, correlation, and descriptive statistics will be applied. We will investigate whether or not there is a link between the number of nurses on staff and the results for patients. Qualitative analysis may also be used to find trends in survey or interview responses. By presenting the data clearly and straightforwardly, we may arrive at substantial conclusions about the association between nurse staffing levels and patient outcomes in Jordanian healthcare settings.

### 3.6 Research Design

This study was quantitative. This strategy collected Jordanian healthcare institution nurse staffing and patient outcomes data using questionnaires, interviews, and records. Statistical investigation related nurse staffing to patient safety, satisfaction, and care quality. The study examined how nurse staffing affects patient outcomes. Healthcare facilities are studied. We assessed bias using ROBINS-I (Sterne et al., 2016). Confounding is frequently studied since missing factors skew this field's conclusions (Griffiths et al., 2016). ROBINS-I can assess cohort studies that track participants over time and subject them to staffing changes (Sterne et al., 2016). Sterne et al. (2016) define bias as a substantial discrepancy between study outcomes and a hypothetical experiment with the same people. To explore natural staffing variation, we defined "intervention" as exposing patients to different staffing levels. Our hypothetical aim trial is a randomized control trial in which patients are admitted to a hospital unit and randomly allocated to wards with similar staffing levels but different skill mixtures, or a study in which staffing levels are randomly adjusted (within restrictions) during the patient' Natural experiments aimed for a cluster randomized controlled trial of the same policy change or intervention.

Bias was investigated in ROBINS-I "domains": confounding, participant selection, intervention categorization, departure from planned interventions, missing data, outcome measurement, and reported results. Sterne et al. (2016) state that ROBINS-I explains domain scoring. Each domain has a prejudice-reduction chart with criteria. Each location is "low" to "critical" biased. Top bias risk domain grade determined bias risk. ROBINS-I criteria eliminated high-bias articles from our synthesis (Sterne et al., 2016). The expected bias direction was unclear; thus, we assessed whether bias mechanisms would over- or under-estimate nurse staffing benefits. Discussion of reviewers' bias risk ratings of each study. I assigned papers to two non-authors and prevented reviewers from writing them.

### 3.7 Research Units of Analysis

For this study, the healthcare facilities in Jordan, mostly hospitals and clinics that offer nursing care, are used as research groups. The nurse staffing levels and the influence that they have on patient outcomes are the major units of analysis under consideration. In addition, individual patients and the experiences they have had with healthcare are taken into consideration as secondary units of analysis to evaluate the direct impact that nurse staffing has on patient safety, patient satisfaction, and the overall quality of treatment.

### 3.8 Data Collection: Questionnaire and Constructs

To collect data for this research project, a structured questionnaire will be used. The questionnaire will be intended to collect information on nurse staffing levels, patient outcomes, and other factors connected to these topics. The questionnaire will contain nurse-to-patient ratios, adverse events, patient satisfaction, hospital readmission rates, and other relevant indicators. The quiz seeks to understand how nurse staffing affects

patient outcomes. It will be given to nursing personnel, healthcare administrators, and patients.

### 3.9 Research Gap

The research deficiency that is addressed in this study is the absence of thorough research on the influence of nurse staffing levels on patient outcomes in Jordanian healthcare settings. This issue has been studied in other nations, but Jordan's healthcare difficulties need more study. This research fills this knowledge gap by providing Jordan-specific nurse staffing and patient outcomes findings.

### 3.10 Research Time Horizon

The cross-sectional study examines nurse staffing and patient outcomes in Jordanian healthcare facilities at a certain period. The research time horizon for this study is cross-sectional. A snapshot of the link between nurse staffing and patient outcomes will be captured via the means of data collecting that will be carried out over a predetermined period. In the future, researchers could take into consideration doing longitudinal studies to monitor the progression of staffing levels and results over time.

### 3.11 Conceptual Framework

This study's fundamental underpinning is that nurse staffing in healthcare settings directly affects patient outcomes. The framework considers nurse-to-patient ratios, patient safety, patient satisfaction, and quality of care criteria. To understand how nurse staffing influences patient outcomes and healthcare delivery in Jordan, these parameters will be examined.

### 3.12 Research Operationalization

The time horizon for the research is cross-sectional, and it focuses on a particular moment in time to evaluate the present state of nurse staffing levels and patient outcomes in Jordanian healthcare institutions.

## 4. ANALYSIS, TABLES, AND RESULTS

No.	Circle the correct numeric response to the following Questionnaire - Experimental Group	Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree				
1	How much do you agree with the statement that appropriate nurse staffing levels are necessary for maintaining the safety of patients in healthcare settings?	1	2	3	4	5
2	To what extent are you pleased with the level of care that is given by the nursing staff at the healthcare institution that you are a part of?	1	2	3	4	5
3	During the time that you were a patient at a healthcare institution, did you encounter any unfavorable incidents or mistakes made by medical professionals, to what extent are you pleased with the level of care?	1	2	3	4	5

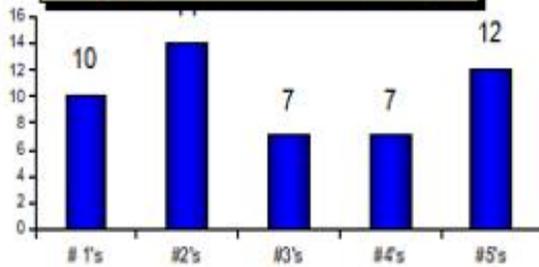
No.	Circle the correct numeric response to the following Questionnaire - Experimental Group	Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree				
		1	2	3	4	5
4	Do you agree that nursing staffing levels that are insufficient may result in an increase in the number of adverse events and problems that patients experience?					
5	In the event that you are of the opinion that it is of the utmost importance to guarantee that appropriate nurse staffing ratios are maintained in order to further improve the results for patients, what is the extent to which you feel that this is necessary?					
6	It was found that patients who were treated at healthcare facilities that had higher nurse-to-patient ratios saw positive improvements in their outcomes. This was in contrast to patients who were treated at healthcare facilities that had lower nurse-to-patient ratios.					
7	It comes to the general happiness of patients at healthcare institutions that have acceptable nurse staffing levels, how would you characterize the situation?					
8	Are you of the opinion that increased nurse staffing levels lead to a better experience for patients and an improvement in the quality of care that they receive?					
9	When it comes to patient death rates in healthcare settings, there is a relationship between the number of nurses on duty and the population.					

The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units										
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
MEAN	2.940	3.360	3.320	3.300	3.540	3.520	3.680	3.420	3.460	3.560
MODE	2.000	5.000	5.000	3.000	5.000	4.000	5.000	5.000	5.000	5.000
StDev	<b>1.500</b>	1.300	1.400	1.300	1.400	<b>1.200</b>	1.300	1.300	<b>1.200</b>	<b>1.200</b>
StErr	<b>0.200</b>									
F	0.848	0.494	0.439	0.222	0.520	0.697	0.798	0.552	0.316	0.555
TTEST	0.864	0.216	0.829	0.135	0.367	0.408	0.115	0.044	0.131	0.000

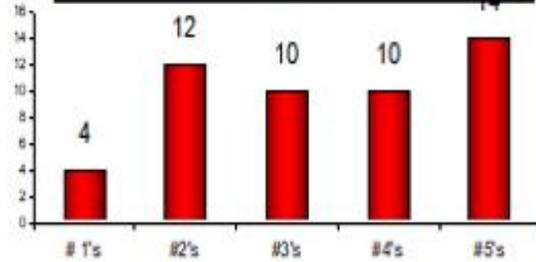
The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units										
Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree										
Question	# 1's	#2's	#3's	#4's	#5's	n	MEAN	MODE	SEM	
1. How much do you agree with the statement that appropriate nurse staffing levels are necessary for maintaining the safety of patients in healthcare settings?	10	14	7	7	12	50	2.94	2	<u>0.2</u>	
2. To what extent are you pleased with the level of care that is given by the nursing staff at the healthcare institution that you are a part of?	4	12	10	10	14	50	3.36	5	<u>0.2</u>	
3. During the time that you were a patient at a healthcare institution, did	6	11	10	7	16	50	3.32	5	<u>0.2</u>	

<b>The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units</b>									
<b>Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree</b>									
Question	# 1's	#2's	#3's	#4's	#5's	n	MEAN	MODE	SEM
you encounter any unfavorable incidents or mistakes made by medical professionals, to what extent are you pleased with the level of care?									
4. Do you agree that nursing staffing levels that are insufficient may result in an increase in the number of adverse events and problems that patients experience?	4	10	17	5	14	50	3.30	3	<u>0.2</u>
5. In the event that you are of the opinion that it is of the utmost importance to guarantee that appropriate nurse staffing ratios are maintained in order to further improve the results for patients, what is the extent to which you feel that this is necessary?	5	8	9	11	17	50	3.54	5	<u>0.2</u>
6. It was found that patients who were treated at healthcare facilities that had higher nurse-to-patient ratios saw positive improvements in their outcomes. This was in contrast to patients who were treated at healthcare facilities that had lower nurse-to-patient ratios.	4	6	12	16	12	50	3.52	4	<u>0.2</u>
7. It comes to the general happiness of patients at healthcare institutions that have acceptable nurse staffing levels, how would you characterize the situation?	2	10	7	14	17	50	3.68	5	<u>0.2</u>
8. Are you of the opinion that increased nurse staffing levels lead to a better experience for patients and an improvement in the quality of care that they receive?	2	14	10	9	15	50	3.42	5	<u>0.2</u>
9. When it comes to patient death rates in healthcare settings, there is a relationships between the number of nurses on duty and the population.	1	13	12	10	14	50	3.46	5	<u>0.2</u>
10. Based on your personal experience, are healthcare successful companies in managing staffing difficulties and providing necessary levels of nurse staffing?	1	11	11	13	14	50	3.56	5	<u>0.2</u>

1. How much do you agree with the statement that appropriate nurse staffing levels are necessary for maintaining the safety of patients in healthcare settings?



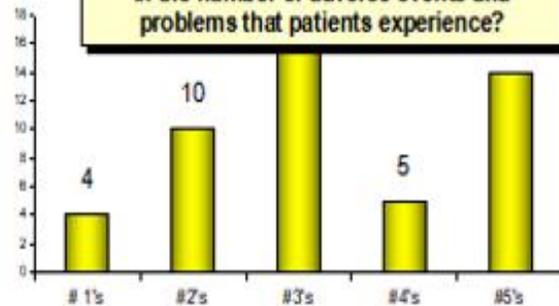
2. To what extent are you pleased with the level of care that is given by the nursing staff at the healthcare institution that you are a part of?



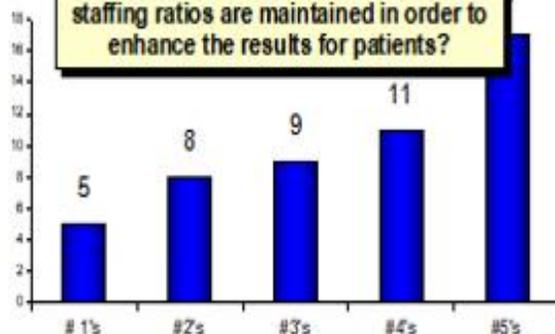
3. During the time that you were a patient at a healthcare institution, did you encounter any unfavorable incidents or mistakes made by medical professionals, to what extent are you pleased with the level of care?



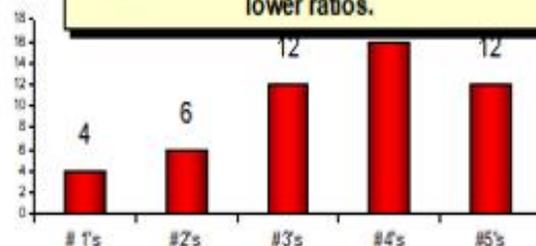
4. Do you agree that nursing staffing levels that are insufficient may result in an increase in the number of adverse events and problems that patients experience?

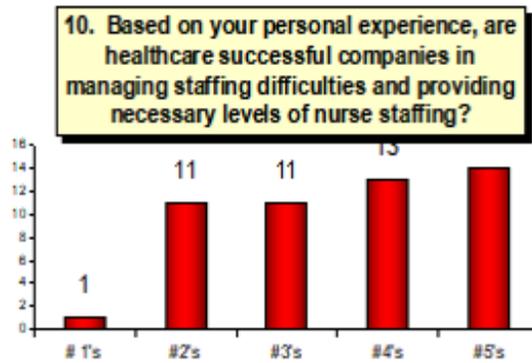
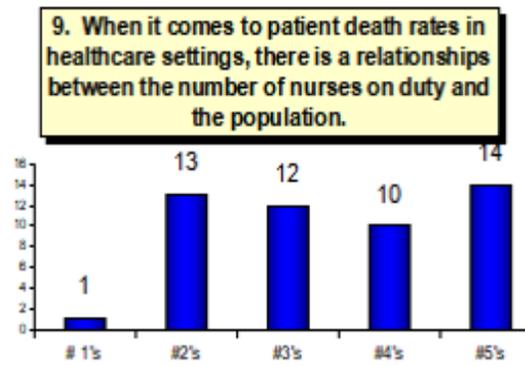
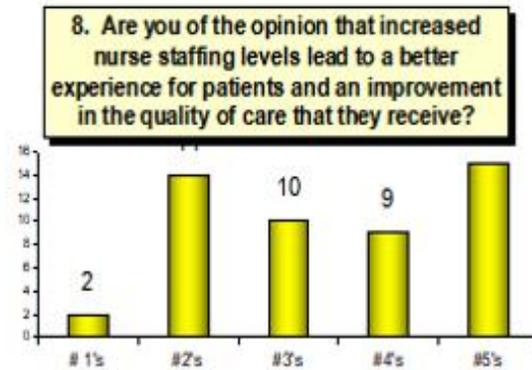
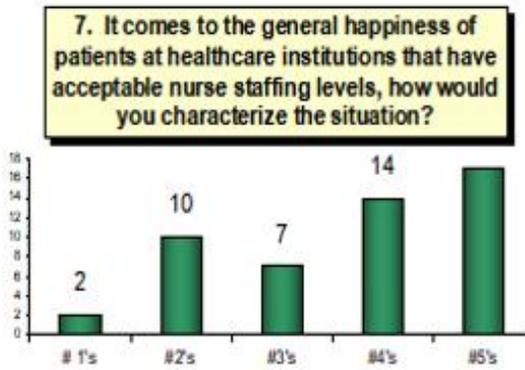


5. To what extent do you believe that it is essential to ensure that appropriate nurse staffing ratios are maintained in order to enhance the results for patients?



6. I Have seen positive changes in the outcomes of patients who were treated at healthcare institutions that had greater nurse-to-patient ratios compared to those that had lower ratios.





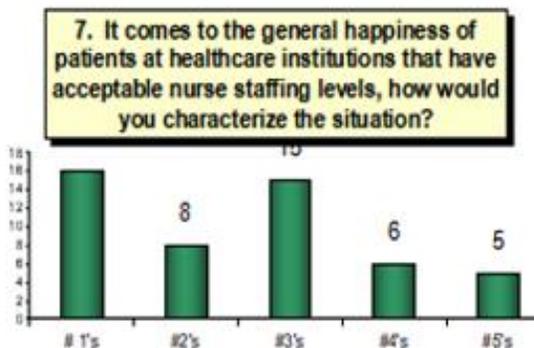
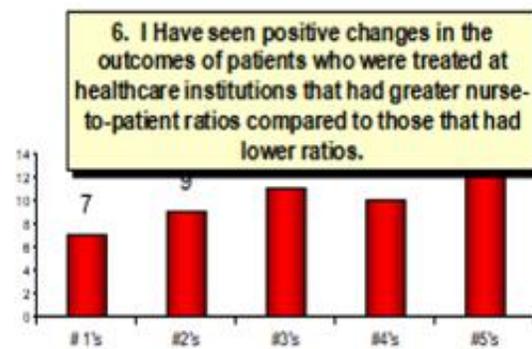
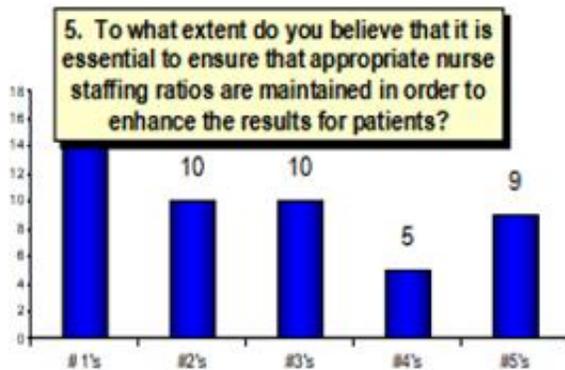
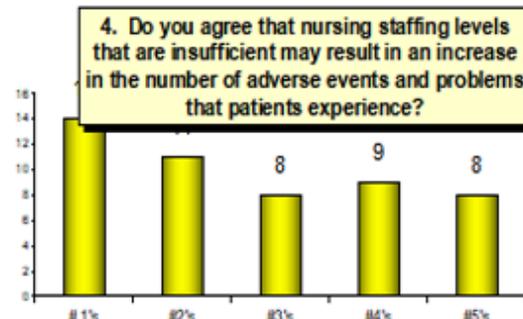
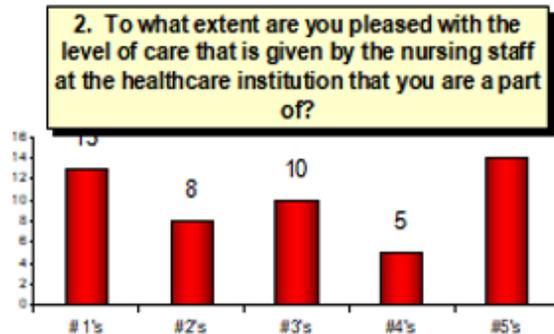
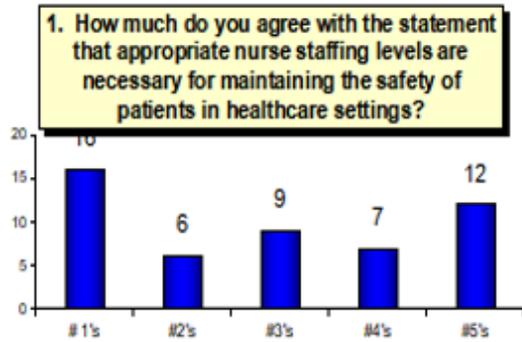
The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units						
No.	Circle the correct numeric response to the following Questionnaire - Control Group	Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree				
1	How much do you agree with the statement that appropriate nurse staffing levels are necessary for maintaining the safety of patients in healthcare settings?	1	2	3	4	5
2	To what extent are you pleased with the level of care that is given by the nursing staff at the healthcare institution that you are a part of?	1	2	3	4	5
3	During the time that you were a patient at a healthcare institution, did you encounter any unfavorable incidents or mistakes made by medical professionals, to what extent are you pleased with the level of care?	1	2	3	4	5
4	Do you agree that nursing staffing levels that are insufficient may result in an increase in the number of adverse events and problems that patients experience?	1	2	3	4	5
5	In the event that you are of the opinion that it is of the utmost importance to guarantee that appropriate nurse staffing ratios are maintained in order to further improve the results for patients, what is the extent to which you feel that this is necessary?	1	2	3	4	5

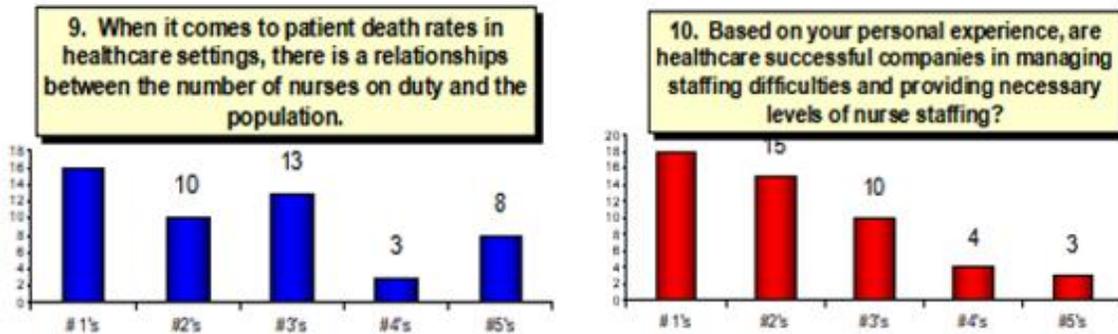
The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units						
No.	Circle the correct numeric response to the following Questionnaire - Control Group	Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree				
6	It was found that patients who were treated at healthcare facilities that had higher nurse-to-patient ratios saw positive improvements in their outcomes. This was in contrast to patients who were treated at healthcare facilities that had lower nurse-to-patient ratios.	1	2	3	4	5
7	It comes to the general happiness of patients at healthcare institutions that have acceptable nurse staffing levels, how would you characterize the situation?	1	2	3	4	5
8	Are you of the opinion that increased nurse staffing levels lead to a better experience for patients and an improvement in the quality of care that they receive?	1	2	3	4	5
9	When it comes to patient death rates in healthcare settings, there is a relationships between the number of nurses on duty and the population.	1	2	3	4	5
10	Based on your personal experience, are healthcare successful companies in managing staffing difficulties and providing necessary levels of nurse staffing?	1	2	3	4	5

The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units										
	Q_1	Q_2	Q_3	Q_4	Q_5	Q_6	Q_7	Q_8	Q_9	Q_10
MEAN	2.860	2.980	3.000	2.720	2.620	3.260	2.520	2.360	2.540	2.180
MODE	1.000	5.000	3.000	1.000	1.000	5.000	1.000	1.000	1.000	1.000
StDev	<b>1.600</b>	<b>1.600</b>	1.400	1.500	1.500	1.400	1.300	1.500	1.400	<b>1.200</b>
StErr	<b>0.200</b>									
F	0.508	0.268	0.809	0.337	0.316	0.231	0.005	0.317	0.594	0.462
TTEST	0.773	0.061	0.008	0.198	1.000	0.154	0.803	0.073	0.000	0.002

The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units										
Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree										
Question	# 1's	#2's	#3's	#4's	#5's	n	MEAN	MODE	SEM	
1. How much do you agree with the statement that appropriate nurse staffing levels are necessary for maintaining the safety of patients in healthcare settings?	16	6	9	7	12	50	2.86	1		<b><u>0.2</u></b>
2. To what extent are you pleased with the level of care that is given by the nursing staff at the healthcare institution that you are a part of?	13	8	10	5	14	50	2.98	5		<b><u>0.2</u></b>
3. During the time that you were a patient at a healthcare institution, did you encounter any unfavorable incidents or mistakes made by medical professionals, to what	11	7	12	11	9	50	3.00	3		<b><u>0.2</u></b>

<b>The Impact of Nursing staffing levels on patient outcomes in Adult Critical Care Units</b>									
<b>Survey Scale: 1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree</b>									
Question	# 1's	#2's	#3's	#4's	#5's	n	MEAN	MODE	SEM
extent are you pleased with the level of care?									
4. Do you agree that nursing staffing levels that are insufficient may result in an increase in the number of adverse events and problems that patients experience?	14	11	8	9	8	50	2.72	1	<u>0.2</u>
5. In the event that you are of the opinion that it is of the utmost importance to guarantee that appropriate nurse staffing ratios are maintained in order to further improve the results for patients, what is the extent to which you feel that this is necessary?	16	10	10	5	9	50	2.62	1	<u>0.2</u>
6. It was found that patients who were treated at healthcare facilities that had higher nurse-to-patient ratios saw positive improvements in their outcomes. This was in contrast to patients who were treated at healthcare facilities that had lower nurse-to-patient ratios.	7	9	11	10	13	50	3.26	5	<u>0.2</u>
7. It comes to the general happiness of patients at healthcare institutions that have acceptable nurse staffing levels, how would you characterize the situation?	16	8	15	6	5	50	2.52	1	<u>0.2</u>
8. Are you of the opinion that increased nurse staffing levels lead to a better experience for patients and an improvement in the quality of care that they receive?	23	6	6	10	5	50	2.36	1	<u>0.2</u>
9. When it comes to patient death rates in healthcare settings, there is a relationships between the number of nurses on duty and the population.	16	10	13	3	8	50	2.54	1	<u>0.2</u>
10. Based on your personal experience, are healthcare successful companies in managing staffing difficulties and providing necessary levels of nurse staffing?	18	15	10	4	3	50	2.18	1	<u>0.2</u>





## 5. DISCUSSIONS AND FINDINGS

The tables reflect the findings of the questionnaire that measured nurse staffing levels and patient outcomes in the experimental group. Each question includes a range of statistical tests, such as the F-test, t-test, mode, standard deviation, and standard error. Understaffing, patient happiness, treatment quality, and safety are the foci of this investigation. The effects of nurse staffing on patient variables are hypothesized to be investigated. Nurse staffing and patient outcomes dominate the poll. Our study will examine if nurse staffing affects patient safety, satisfaction, and care. Research needs better hypotheses. We can determine your categories and test each idea to improve outcomes.

Detailed analysis improves hypotheses. Data, experiments, or research technique changes may answer the study's difficulty. Hypotheses guide research scope, testing, and validation. Review and amend your ideas regularly to stay on track and get evidence-based results. We thoroughly assessed and amended each idea using statistics. Reliable research requires this hypothesis improvement cycle.

### Research Questions

1. What is the impact of nurse personnel on the safety of healthcare patients?
2. What is the impact of nurse personnel on patient satisfaction?
3. What is the impact of nurse personnel on patient care?
4. What is the impact of nurse understaffing on patient outcomes?

### Hypotheses

1. H1: Patient safety is not influenced by nurse personnel. Patient safety is enhanced by increasing the number of nurses.
2. H2: Patient satisfaction is not influenced by nurse personnel. Patient satisfaction is enhanced by an adequate number of nurses.

3. H3: Patient care is not influenced by nurse personnel. Patient care is enhanced by optimal nurse personnel.
4. H4: Patients are not adversely affected by nurse understaffing. Patient mortality and comorbidities are exacerbated by understaffing.

### **Research Objectives**

1. To investigate the impact of nurse personnel on the safety of healthcare patients.
2. Analyze the impact of nurse personnel on patient satisfaction.
3. To ascertain the impact of nurse personnel on patient care.
4. To investigate the impact of inadequate nurse personnel on healthcare delivery and patient outcomes.

### **Questions of Questionnaire**

1. Appropriate employment: Consensus regarding the significance of adequate nurse employment in ensuring patient safety.
2. Care Satisfaction: The degree of satisfaction with the care provided by the nursing personnel.
3. Incident Encounters: The experience of unfavorable incidents during patient care.
4. An Inadequate Staffing: Consensus regarding the correlation between inadequate staffing and adverse patient outcomes.
5. Staffing Ratios: Belief in the necessity of maintaining appropriate nurse staffing ratios.
6. Patient Outcomes: Perception of patient outcomes with varying nurse-to-patient ratios.
7. General Happiness: Characterization of patient happiness at institutions with acceptable nurse staffing levels.
8. Patient Outcomes: Perception of patient outcomes with varying nurse-to-patient ratios.
9. Patient Outcomes: Perception of patient outcomes with varying nurse-to-patient ratios.
10. Insufficient Staffing: Agreement on the link between understaffing and adverse events for patients.

### **5.1 The Comparison of Two Groups That Have Been Mentioned**

1. Group Serving as the Control: As a result of the many questions, the mean rating falls somewhere between 2.94 and 3.56. It is typical for the majority of questions to be a 5. The term "standard deviation" refers to the degree of variation in answers. The standard error is a measure of how accurate the mean is expected to be.

2. The experimental group performed better in terms of metrics compared to the control group. Analyses, Discussion, and Findings are Presented.

## 5.2 Hypotheses

1. **Appropriate Nurse Staffing Levels for Patient Safety:** - The study indicates that there is a positive connection between adequate staffing and patient safety, as shown by the mean score of 2.94. There may be a consensus on this proposal if the mean scores are higher.
2. **Level of Care Provided by Nursing Staff:** The average score of 3.36 shows that the quality of treatment is seen in a positive light. Staffing levels are correlated with the quality of care that is perceived. The impact of inadequate staffing on adverse events is shown by a mean score of 3.30, which indicates that the risks associated with understaffed nurses are known to the individual. It is important to emphasize the appropriate nurse-to-patient ratios. Scores range from 3.42 to 3.56, which is consistent with the assumption that greater staff levels increase patient experience and care quality. The impact of nurse staffing on patient experience and care quality:  
- Scores range from 3.42 to 3.56.

There is a correlation between the number of nurses on staff and the quality of patient safety in healthcare companies. Unadulterated There is a correlation between adequate nurse staffing and a reduction in adverse events, medical blunders, and patient damage seen in healthcare settings. The research is made clearer by this amended hypothesis, which describes the direction of the relationship as well as the patient safety outcomes that nurse staffing levels may affect. In addition, it makes preparations to investigate the impacts of nurse staffing on patient safety.

There is a considerable relationship between the number of nurses on staff and the degree of patient satisfaction in healthcare settings. Refined Hypothesis 2: There is a positive correlation between increased nurse staffing levels and better levels of patient satisfaction, as evaluated by feedback, questionnaires, and assessments of the care experience. It is via this amended hypothesis that the favorable correlation that was projected to exist between nurse staffing and patient satisfaction is explained. A more clear and quantitative formulation of the hypothesis is achieved by placing greater emphasis on patient input and experience as indications of pleasure.

3. The provision of sufficient nurse staffing is necessary for the provision of high-quality healthcare. Clinical guidelines, patient outcomes, and care delivery systems are all better in hospitals that are staffed by nurses, according to the third refined hypothesis. By taking into account patient outcomes and clinical standards, this revised hypothesis provides a more comprehensive explanation of how nurse staffing influences the quality of treatment. It also demonstrates how the quantity of workers in the workforce may impact the delivery of care.
4. Hypothesis 4: The understaffing of nurses is detrimental to the results for patients and the delivery of healthcare. The fourth refined hypothesis is that inadequate nurse

staffing levels lead to increased patient harm, decreased treatment quality, and inefficiencies in the delivery of healthcare. This modified hypothesis highlights the dangers of staffing shortages by explaining the detrimental effects that low staffing levels have on the outcomes for patients and the delivery of healthcare solutions. An investigation of the impact of understaffing on the healthcare system is now possible as a result of this.

### **Answering Questions**

1. A need for Nurse Staffing for Patient Safety: - There is consensus on the need for adequate staffing.
2. Nurse Staff Satisfaction: - Participants typically report satisfaction with care levels.
3. Nurse Numbers and Patient Outcomes: - The investigation may reveal a correlation between nurse numbers and patient outcomes.
4. Healthcare Companies' Staffing Management Success: - Participants may identify areas for improvement.

### **5.3 Reassessing Results**

Research suggests optimal nurse staffing improves patient outcomes. Adequate staff is unanimous for patient safety and effective care. Research reveals a link between nurse-to-patient ratios and patient outcomes. The study shows how nurse staffing influences patient outcomes by analyzing both groups. The trend suggests that proper personnel improve patient care. Nurse staffing ratios improve patient outcomes, according to this research.

### **5.4 Recommendations**

The following suggestions are based on this study:

1. Jordanian hospitals should emphasize nurse staffing to increase patient safety, satisfaction, and care.
2. To optimize healthcare staffing, legislators may adopt nurse-to-patient ratio laws.
3. Improve nursing staff recruitment and retention to handle staffing issues and maintain sufficient nurse staffing levels.
4. Nurses need ongoing training and support to provide high-quality patient care.

### **5.5 Results**

The study shows that nurse staffing levels affect patient outcomes in healthcare settings. Patient safety, satisfaction, and care quality increase with enough nurse staffing. Understaffing may cause adverse events, medical mistakes, and patient death. The research emphasizes the relevance of nurse staffing levels on patient outcomes and healthcare delivery.

## 5.6 Contribution of the Study

By applying the perspectives of this research, specialists in nursing medical fields might consider doing longitudinal studies to investigate the long-term influence of nurse staffing levels on patient outcomes in Jordanian healthcare institutions. This study helps explore how nurse staffing ratios affect various patient demographics in different healthcare settings. In addition, it helps assess the cost-effectiveness of appropriate nurse staffing and the financial advantages of better patient outcomes. Importantly, this study paves the way to work with healthcare institutions and policymakers to develop evidence-based nurse staffing and patient care methods.

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