

## Predictive study on work pressure of nursing staff in head nurse management competency

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**Statement of the Problem:** The turnover rate of nursing staff is 10.5% in Taiwan and effective leadership is the core of increasing nurse retention rate of nursing staff. Clinical nursing staff in Taiwan wanted to leave for 64.31% respectively, and the reasons for separation were related to work pressure. Therefore, the purpose of this study is to understand the predictive nature of head nurse management competency and work pressure.

**Methodology & Theoretical Orientation:** 345 nursing staff in a regional teaching hospital who have worked for more than one year: using the "management competency scale" Cronbach 's  $\alpha$  0.89 and "Working pressure scale for nursing staff" Cronbach 's  $\alpha$  0.87. The study of volume extraction, Statistics with SPSS.22 statistical software

**Findings:** The influence of management competency Communication ability, customer orientation, work management and problem solving ability of nursing staff have influence on the powerlessness and death of nurses, among which communication ability and problem solving ability are positive influences, customer orientation and work management is negative impact; the communication ability, customer-oriented, proactive and problem-solving ability of nursing staff have influence on the relationship between nursing care among which communication ability and problem solving ability are positive influences, while customer orientation and active initiative are negative effects. Nursing Long "Communication ability", "customer-oriented", the team relationship" of nursing staff has an impact, in which "communication ability" is the positive impact.

**Conclusion & Significance:** The communication ability of nursing long is positively correlated with the work pressure of nursing staff, so improving the training of nursing long leadership skills, as well as solving organizational leadership problems and reducing work pressure will help nursing staff stay in office.

### Biography

Su-Chen Yu is currently in Kuang Tien General Hospital and is also a PhD student in the Nursing Department of Kungkuang University, specializing in nursing administration, acute intensive care and nursing education.

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