

Nursing Economics®

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CNE SERIES The Role of Nursing Leadership in Creating a Mentoring Culture in Acute Care Environments 143

Jill M. G. Bally

Nurses are struggling within a rapidly changing environment, and opting out of a nursing culture that "eats its young." To remedy this critical trend, registered nurses can utilize transformational leadership in creating an organizational culture that fosters mentoring.

The Economic Impact of Implementing an Ergonomic Plan 150

Amanda Morgan and Susanna Chow

Developing and implementing a comprehensive ergonomic plan is the right thing to do, especially when a nursing shortage exists. The American Nurses' Association (ANA) Handle With Care campaign addressed the fact that 12% of RN turnover and 38% of RN workers' compensation pay are related to back strains. The average cost to replace a RN related to workers' compensation ranges from \$25,450 to \$38,280 using the ANA Handle With Care findings as a benchmark. Health care worker injury prevention should be valued as a retention strategy as well as a fiscal responsibility where all stakeholders benefit.



Amanda Morgan, MBA, BSN, RN, and Susanna Chow, MSN, BSN, RN, discuss the economic outcomes of implementing an ergonomic plan. See page 150.

Technicity in Nursing and the Dispensation of Thinking 157

Susan Kleiman and Allen Kleiman

Despite the technological wonders introduced in the past 100 years, and their accompanying diagnostic and curative benefits, "thinking" remains an essential component of providing quality patient care. It is thinking that engenders intuition, instinct, rational thought, and a capacity to do good or bad for humankind. Nurses are challenged to revitalize and re-emphasize the value and need of "thinking" in order to direct our perception of technology towards the betterment of our patients, patients' families, and the community of nurses.

Improving Patient Care by Making Small Sustainable Changes: A Cardiac Telemetry Unit's Experience 162

Jane S. Braaten and Dorothy E. Bellhouse

How a nursing unit learned to improve their work by employing the scientific method of problem solving in order to provide ideal patient care, including hurdles encountered and surmounted, is described. Results included more patient care time, increased satisfaction, and higher quality outcomes.

International Perspective Learning the Available and Supplied Religious Facilities for Inpatient Services: An Example of Taiwan's Hospital Environment 167

Chang-Yi Yin and Huey-Ming Tzeng

The availability of religious facilities and services provided by Taiwanese hospitals was investigated. For elevating the quality of religious care in order to offer more holistic nursing care, hospitals should have readily available religious resources to meet patients' emotional and religious needs.



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