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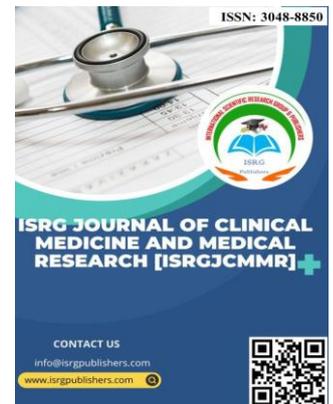
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Exploring Nursing Administration Practices: Insights from an Intensive Clinical Experience at Dr. Jose N. Rodriguez Memorial Hospital and Sanitarium

Juliet Grace M. Real, MAN© BSN RN

OUR LADY OF FATIMA UNIVERSITY, PHILIPPINES.

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*Corresponding author: Juliet Grace M. Real, MAN© BSN RN

Abstract

This paper presents a reflective analysis of an intensive clinical experience in nursing administration at Dr. Jose N. Rodriguez Memorial Hospital and Sanitarium. The study aims to explore the roles, responsibilities, and challenges faced by nursing supervisors in a government hospital setting, particularly concerning resource allocation, staffing shortages, and patient care delivery. Through qualitative observations and interactions with nursing personnel, key themes emerged regarding effective leadership, communication, and the importance of advocacy in healthcare administration. Insights from the hospital's involvement in community health initiatives and recognition in global healthcare forums further illuminate the critical elements shaping nursing administration practices.

Keywords: nursing administration, leadership and communication, staffing shortages, resource allocation, professional development

Introduction:

The exploration of nursing administration practices within the context of intensive clinical experiences at Dr. Jose N. Rodriguez Memorial Hospital and Sanitarium (DJNRMHS) presents an opportunity to understand the dynamic interplay between healthcare management, community engagement, and the evolution of nursing education. As healthcare systems worldwide continue to evolve, the role of nursing administration becomes increasingly critical in ensuring effective patient care and operational efficiency. The recognition awarded to DJNRMHS by the International Hospital Federation (IHF) underscores its commitment to

excellence in healthcare management, positioning it as a benchmark for nursing administration practices (AWARDS CHAIR AND IHF CEO et al., 2022). Such accolades not only highlight the institution's achievements but also reflect the integration of innovative practices that contribute to improved patient outcomes and enhanced community health initiatives. This aligns with contemporary research that emphasizes the importance of adaptive leadership in nursing, which is fundamental in navigating the complexities of modern healthcare environments (Zaccagnini & Pechacek, 2021).

The historical context of nursing education and administration also provides valuable insights into current practices. The establishment of training schools for nurses affiliated with hospitals and sanitariums illustrates a longstanding integration of theoretical knowledge and practical training, fostering the development of competent nursing leaders (Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities, 2024). This educational framework not only equips nurses with essential clinical skills but also emphasizes the importance of leadership competencies necessary for effective nursing administration. Recent literature supports this notion by highlighting that strong educational foundations, combined with practical experiences, significantly enhance nurses' administrative capabilities and decision-making processes (Hannigan et al., 2021). Furthermore, the involvement of nursing professionals in community health initiatives, such as those undertaken in the Dinagat Islands, showcases the expanding scope of nursing administration, which increasingly incorporates elements of environmental sustainability and policy advocacy (Jose R. Reyes Memorial Medical Center, 2025). As such, the exploration of nursing administration practices at DJNRMHS reflects a broader trend towards holistic and responsive healthcare delivery, which is essential in addressing complex health challenges in the Philippines and beyond.

Methods:

The study employed qualitative observational methods, with the author participating in various nursing administration activities over a two-week period at Dr. Jose N. Rodriguez Memorial Hospital and Sanitarium. The practicum involved interactions with nursing supervisors and staff across multiple departments, including the Out-Patient Hemodialysis Unit, Hospital Epidemiology Surveillance Unit (HESU), and Central Supply Section. Daily reflections documented the challenges faced by nursing supervisors, the dynamics of team communication, and the overall environment of nursing practice.

Results:

The findings revealed several key themes related to nursing administration:

Leadership and Communication: Effective leadership was characterized by strong communication skills, with nursing supervisors emphasizing the importance of maintaining open lines of communication to prevent and resolve conflicts. The Chief Nurse's approach to fostering a positive work environment was noted as instrumental in promoting staff morale. This aligns with the broader context of nursing education, which emphasizes leadership skills as critical for effective nursing administration (Accrediting Association of Seventh-day Adventist Schools, Colleges, and Universities, 2024).

Resource Allocation and Staffing Challenges: A recurring issue was the significant staffing shortages across various units, which affected the quality of patient care. Despite the commitment of nursing staff, the limitations in manpower led to increased workloads and stress, impacting patient satisfaction. This concern mirrors findings from studies highlighting staffing issues in government healthcare institutions (Wardhani et al., 2023).

Advocacy and Professional Development: The role of nursing supervisors in advocating for staff welfare and professional growth was highlighted. Opportunities for continuous education and

training were identified as essential for enhancing the competencies of nursing personnel, which is critical for building a resilient workforce (Allaway & Ibrahim, 2023).

Systemic Issues in Government Healthcare: The observations underscored broader systemic problems, including inadequate budget allocation and the need for reforms in public healthcare policy to address the challenges faced by nursing administration (Jose R. Reyes Memorial Medical Center, 2025).

Discussion:

The insights gained from this intensive clinical experience underscore the multifaceted nature of nursing administration within the healthcare system. Effective leadership is paramount in navigating the complexities of resource management and ensuring high-quality patient care. The emphasis on communication and collaboration among nursing staff fosters a positive working environment and enhances the overall effectiveness of healthcare delivery.

The challenges posed by staffing shortages are not unique to Dr. Jose N. Rodriguez Memorial Hospital and Sanitarium; they reflect a widespread issue within government healthcare institutions (Wardhani et al., 2023). Addressing these challenges requires a concerted effort from hospital administration, government agencies, and nursing leaders to advocate for better resource allocation and staffing policies.

Moreover, the commitment to professional development among nursing staff is essential for building a resilient and competent workforce. As healthcare demands evolve, the need for ongoing education and training becomes increasingly critical (Lee & Wessol, 2021). Nursing supervisors must take an active role in mentoring and guiding their teams, fostering an environment where continuous learning is prioritized.

Furthermore, the integration of traditional knowledge and practices within nursing administration can enhance culturally sensitive care, as evidenced by the ongoing use of ethnomedicinal practices in local health management (Naive et al., 2021). This holistic approach aligns with contemporary trends emphasizing the need for nurse administrators to incorporate interdisciplinary approaches and policy advocacy into their practice (IHF Awards Winning Stories - IHF, 2026).

In conclusion, this study highlights the vital role of nursing administration in shaping the quality of healthcare. The experiences and observations from this practicum provide valuable insights for future nursing leaders, emphasizing the importance of effective communication, advocacy, and addressing systemic challenges within the healthcare system. Future research should focus on exploring innovative strategies to enhance nursing administration practices and improve patient outcomes in similar healthcare settings.

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