

Research on the Innovation Ability of Nursing Administrators

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Abstract: With the development and reform of medical care, the scope of work of nursing managers has continued to expand, including not only daily ward management, but also the operation of various functions of the hospital and the transformation of models. It is necessary to ensure the quality of patient services, improve patient satisfaction, and at the same time combine the reality and long-term goals of hospital development to effectively improve the management of nursing work. Therefore, based on the status quo, this article puts forward some suggestions for improving the innovation ability of nursing managers.

1. Introduction

At present, the rapid development of medical science and technology, compared with that, the development of nursing care is obviously lagging behind in terms of speed, depth and breadth. The reason is that the late start of nursing higher education and the lack of senior nursing talents are certainly one of the factors, but the lack of innovation and self-reliance of nursing managers is also a major factor affecting the development of nursing. As the decision-making and director of nursing, the nursing manager's thinking style and management ability play a decisive role in the improvement of nursing business technology and management level. How to adapt to the situation and be brave to innovate is the current nursing manager should think about.

Managers need to implement three reasonable principles based on their own basic knowledge structure and technical capabilities, and carry out cooperative medical education activities with the specialties focusing on minimally invasive surgery, four traditional department technologies and provincial hospitals to provide medical care services. The organization is more reasonable, and the work is more standardized and orderly [1]. While strengthening the construction of the hospital's hardware facilities, it is also necessary to fully learn from the suggestions and opinions of the patients, explain the health education content and related knowledge to the patients in a timely manner, and investigate the patients' usual lifestyles and hobbies, so as to grasp the diseases and patients. The relationship between life lays the foundation for innovative disease management methods and research technologies, constantly supplements disease prevention education knowledge, and strengthens understanding of new drugs and new technologies. At the same time, it

is necessary to pay attention to the principle of humanity in the process of education. Strictly implement the modern patient-centered nursing concept.

Innovation is the inevitable and basic requirement to change the backwardness of nursing care. The 21st century will be a century in which the knowledge economy will dominate. From nursing business to management, from the dissemination and application of nursing knowledge to the innovation and development of nursing technology, there are opportunities for innovation everywhere. Nursing managers who lack the ability to innovate will surely be eliminated by the new era. Whether the lagging nursing career can catch up or surpass the development of other medical disciplines in the short term depends on whether nursing managers can make accelerated innovations in the existing nursing business technology and nursing management work. Innovation is an urgent need for the development of nursing technology and the improvement of management level. With the development of nursing, new problems in technology and management have arisen at the historic moment. By adopting the set of methods used in the past to solve problems, some difficulties will inevitably be encountered, and some difficulties may even be insurmountable obstacles. Nursing managers must update their concepts, innovate continuously, and use new methods to solve problems.

2. Ways to Obtain Innovation Ability

2.1 Clarify the Content of Nursing Innovation.

Nursing managers can make innovation behaviors have specific goals only if they have clarified the content of innovation. The content of innovation can be to fill the gaps in a certain nursing technology, establish new nursing theories and doctrines, and create new nursing management methods; it can be to improve the original nursing theories, nursing technology, management system, and management methods; it can be A novel nursing technology, management method design or a new combination of nursing discipline norms; it can be the introduction of new nursing business, the digestion and absorption of new technologies; it can be the research and development of new nursing management decisions.

Nursing managers play an important central role in hospital nursing management. They are middle-level backbones who undertake higher-level policies and give orders to lower-levels. Therefore, in the work of hospitals, they must be able to focus on the mobilization and promotion of the enthusiasm and creativity of nursing managers. Pay attention to standardization in the implementation of actual nursing quality standards to ensure the solidity of the foundation of nursing quality management; make nursing managers more and more standardized in management. Nursing managers need to continuously train and educate themselves through further training, visits and learning to enrich their theoretical knowledge and practical experience, so that the management capabilities of the team of nursing managers will be more and more perfect, and the quality of nursing managers will be improved.

2.2 Have a Sense of Innovation.

Consciously develop and actively use innovative consciousness: the ability of innovation must be stimulated through subjective consciousness, making it a concrete act of innovation. The degree of consciousness, breadth and depth of a person's development and utilization of his own innovation consciousness is directly proportional to the degree of realization of his innovation potential. The display of innovative ability depends on his subjective initiative. Therefore, nursing managers should always realize the importance of innovation to their work from the depth of their consciousness. Always maintain the sense of innovation, firmly establish the concept of innovation,

and constantly test your own sense of innovation, always remind yourself, do not follow the old fashioned, dare to innovate, be enterprising, and prevent the decline of innovation awareness.

The development of innovative awareness depends on the nursing managers' interest and sense of responsibility in nursing work: interest and sense of responsibility are the source of innovative awareness and the driving force to transform innovation from a potential state into reality. The more interested in work, the stronger the sense of responsibility, the stronger the motivation for innovation, the more likely the innovation activity is to succeed, and the greater the social value of innovation. If the nursing manager lacks a strong interest and sense of responsibility in the work he or she is engaged in, it is almost impossible for him or her to innovate in the field he or she is engaged in, because he (she) has lost the motivation to achieve the state of innovation. Compulsory work and thinking that are not from the heart's will, often follow the old fashioned way, and it is difficult to produce innovative results. If nursing managers want to innovate, they must correctly understand the true value of nursing work, regard nursing as an independent science as important as prevention, medical treatment, and rehabilitation, and regard nursing work as an effective scientific behavior to promote the health of patients. In the field of nursing business and management, there are many unresolved and unresolved problems. There is a huge market for innovation and there is no end to it. Nursing managers have a strong interest and sense of responsibility in the work they are engaged in, and only then will they have the desire and consciousness to innovate, and will focus on business, technology, and management innovation, and try every means to change the status quo and promote development through innovation.

The development of innovative consciousness can not stick to stereotypes: innovation means “rebellion”, it means dissatisfaction and transformation of reality, the exploration and construction of things that are not in reality, and the pursuit and construction of an ideal world. Innovation is premised on the negative and critical view of reality. Innovation is based on one's own needs. Without endless innovation, there will be no knowledge wealth that human beings continue to develop and accumulate, and there will be no human progress. If the nursing career wants to develop and advance, the nursing managers can never satisfy the status quo. Fully agree with the current theories and techniques of nursing is tantamount to pushing the nursing career to the road of “happy death”. Nursing managers must dare to abandon their ancestors' views, consciously implement self-renewal of theoretical knowledge and practical behavior, scientifically summarize and analyze the bits and pieces of experience in work, look for innovation opportunities, and seize innovation opportunities without losing the opportunity.

2.3 Shaping a Creative Personality.

The so-called creative personality refers to those personalities that are conducive to engaging in innovative activities and achieving creative results. They have a strong creative motivation, firm self-confidence, a high degree of independence, a deep sense of humor, a strong sense of adventure, and a tenacious willpower. They are not only about writing, not only about books, about science, and about practice. They are accomplishing their careers, not seeking fame. Only when nursing managers possess creative personality can they have the passion for innovation, desire for exploration, enterprising spirit and self-confidence, and can create extraordinary miracles in trivial and ordinary work.

Because nursing managers are constantly honing and improving their innovative thinking and innovative ability in the process of scientific research and innovative practice. At the same time, with the increase of scientific research results and innovative products, they feel the innovation aspect. A sense of accomplishment, which in turn promotes their enthusiasm for innovation, thereby further stimulating their innovative potential. Papers and patents belong to the achievements of

nursing research. Nursing managers can cultivate the innovative ability of nursing managers from many aspects such as writing papers and patent applications, and improve the internal motivation of nursing managers to innovate. Clinical nursing managers should also continue to learn and progress, learn from various aspects of knowledge, study the writing of papers, understand the formation and transformation of patent results, improve their own comprehensive quality, and improve their innovation capabilities.

2.4 Have the Corresponding Knowledge Structure.

Innovation requires a deep understanding of the nature and attributes of the object. To understand and master the development trend and dynamics of this major, and to understand its position and role in society, can the sense of innovation be useful. As a nursing manager in the new era, he should have a broad and profound knowledge structure. In addition to being familiar with the existing theories of the major, to fully understand the development dynamics and trends of the major, it is also necessary to understand the development of neighboring majors and related majors, and it is also necessary to understand the actual needs of the society for this major. Therefore, nursing managers should pay attention to mastering the theories of their profession and some theoretical knowledge of interdisciplinary and marginal subjects, as well as having basic knowledge of sociology.

2.5 Establish a Scientific Way of Thinking.

Thinking is an advanced form of people's cognition of psychological process, and it is also the core of all people's psychological activities. Creative thinking is an advanced form of thinking with creation. People can make scientific discoveries and creative results only by relying on creative thinking. The core of creative thinking is to have a high degree of sensitivity, sensibility and insight. Nursing managers should study nursing disciplines carefully and maintain a high degree of sensitivity, sensitivity and insight in this field. The source of creative thinking is ultimately not in the text, but in the actual work. Only by being good at capturing and reflecting on the major problems in work, and raising them to the height of theory, can creative thinking gain substantial connotation. In this sense, it can be said that the experience from work is more precious than the knowledge from text. Nursing managers have to deal with many unexpected problems and emergencies frequently. Only by mastering scientific and creative thinking can they break through the traditional shackles when dealing with problems and solve problems creatively.

When you encounter problems, you can analyze and consider from the overall perspective and the height of strategy; you can place the problem in a broader and broader concept or context to study and treat; you can jump out of the previous thinking and use adjacent disciplines, The field of thinking habits or ways to think about the problems in the nursing discipline, rather than confined to very specific parts of the nursing profession.

To solve the problems of nursing disciplines, it is necessary to change the habit of only exploring from the front. That is to say, the problem is not to cite the classics, consider the existing rules, but to think about what is objectively required, what is required in science, what may be in reality, and look for it. Deficiencies, defects and even errors. Thinking from the opposite direction and understanding things from the opposite side can easily lead to new ideas, which often lead to extraordinary nursing concepts and unusual new nursing concepts. The nursing technology and management method can not only follow the science, but also conform to the objective, which is ultimately beneficial to the patient's health and recovery.

The superficial phenomenon and specific facts of nursing can be summarized through rational thinking, and philosophical nursing viewpoints and concepts can be abstracted out. It also uses philosophical thinking to guide specific behaviors in nursing work.

In summary, clinical nursing management personnel are not only the frontline medical personnel of the medical unit, but also responsible for the management tasks of the nursing personnel. Especially in the new era, the responsibilities faced by clinical nursing managers are more difficult. Therefore, we must pay attention to the training and education of nursing managers to improve their comprehensive capabilities. We carry out targeted further training and learning according to the abilities that current managers need to possess, and at the same time enhance the sense of responsibility of nursing managers, stimulate their interest in education, enable them to actively participate in training and education, and realize the comprehensive improvement of clinical nursing managers. The purpose of management ability, and then promote the continuous innovation of managers in their work.

3. Conclusion:

The developing nursing career requires nursing managers to quickly master modern scientific theories and technologies, as well as to be innovative and innovative. Facing the rapid development of medical science and the fiercely competitive medical market, nursing managers must update their concepts, change their consciousness, innovate continuously, and make new contributions to the development of nursing.

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