

Abstrakt

The thesis analyses causes of the lack of medical workers providing nursing care in inpatient facilities and observes in broader connections the progress of present staff condition. By means of managerial methods for determining number of nursing staff, it discovers, whether it is possible to define the number of nurses in inpatient medical facilities as insufficient, or whether the present number of nurses is critical with its origin in lack of other nursing employees.

This thesis is supposed to show that the lack of nurses is not only a problem in the last few years, but it has been here since the beginning of the 20th century and it has been connected with all social events to present days. Starting point of the evaluation of the situation will be a brief historical excursus with a brief analysis of professional, legislative and social impacts which influenced the number of nursing employees in the past and their consequences up to now. It studies the methods of determining, attracting and hiring the nursing employees. The theoretical part will state and analyse determination of necessary nursing employees for inpatient wards according to managerial viewpoint. After 1989, there was an attempt to change the planned health care system by implementing modern managerial activities.

In the end, the results of the analysis of the theoretical findings in human resources management will be compared with the findings in nursing theory and experience mentioned in professional texts and other theses in the field of organization and management of nursing care.

Key Words: lack of nurses, nurses' competence, lack of nursing employees, organization and management, methodology of nursing personnel calculation.