

Digital skills and research methods

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Component 2 – Research Report

A significant problem in the health and social care sector is the pay among workers. I have chosen this topic as it is an issue that doesn't receive as much attention as other issues such as others. I focus on pay in the health and social care sector because it affects the quality of patient care and the well-being of workers. Recruiting and keeping staff is one of the biggest challenges in the sector because it is necessary for success. Health and social care workers often face demanding roles and receive low pay for long hours and emotional struggle while caring for vulnerable individuals. Low morale and high turnover occur when workers are not adequately compensated, and staff burnout can negatively affect the standard of care patients receive.

The issue of pay causes a widening workforce shortage in the sector and this shortage makes it harder to find enough workers. The field is being left by many qualified professionals for better-paying opportunities elsewhere and particularly in industries that offer higher wages for less demanding work. This shortage places additional pressure on existing staff and it further exacerbates their stress and burnout. In some areas, a lack of staff delays treatments and increases wait times, which lowers patient satisfaction and weakens the healthcare system's effectiveness.

Moreover, pay disparities across different roles in the sector can create inequality and contribute to feelings of unfairness among workers as they feel undervalued. This is as social workers are paid way less than other workers in the NHS even though they all play crucial roles in healthcare.

K:

Pay is not just a significant issue as it is arguably the most vital in health and social care. Nurses, social care staff and support workers are just some of the many professionals whose jobs are challenging but highly undervalued in terms of pay. Those jobs are incredibly difficult due to long hours, physical and emotional tolls of the job at hand, and caring for vulnerable people. Nevertheless, a number of health and social care professionals receive pay which does not reflect the complexity and demands of their roles. Such matters not only put workers welfare on the line but also degrade standards of care for patients, resulting in greater turnaround times to get attention and a generally lower quality of service.

W:

I want to think about the implications for both the recruitment and retention of staff in the sector in a climate of insufficient pay, and how this can ultimately impact on delivery and outcomes for patients. My research explores how the pay of health and social care workers relates to their job satisfaction, and if addressing any changes in pay can stimulate change by enhancing workforce morale, motivation, and quality of care. Experts across the sector to understand financial sustainability, How does the rising wage bill impact funding & efficiency of care services? Could a fairer structure resolve the staffing crisis?

L:

My research will give me an insight into the systemic impacts of pay on you, as a health and social care workforce, and beyond. I hope to find evidence connecting pay to recruitment difficulties, attrition and

burnout. We will also see exposure to the potential benefits of addressing pay inequity in the long-term, including reduced turnover, improved patient care outcomes, and workforce sustainability. This research will ultimately inform whether and how modifying pay structures can increase worker wellbeing while also delivering higher quality care to patients.

Both quantitative and qualitative research are two different methods to find out research and data in any type of field, however they are both different from each other.

Quantitative research involves using data to measure and analyze issues through mathematical methods to produce results that can be broadly applied to larger groups of people or populations. Structured tools such, as surveys and questionnaires are commonly employed in research to gather data for analysis using techniques. This method is commonly used to test theories and explore connections, between factors. In fields, like healthcare and social services quantitative studies could be employed to evaluate the efficacy of a novel therapy through analyzing patient results within a group. The findings are commonly displayed using figures, percentages mean values or other statistical indicators. A key advantage of this research is that the results are reliable and can be generalized to larger scales of people. However, its drawback is the oversight of the significance personal experiences and deeper meanings hidden within the data.

Qualitative research aims to uncover the meanings and motivations, behind a phenomenon by exploring experiences and reasons rather than relying solely on numerical data like in quantitative research methods. The information is examined via content analysis to pinpoint trends and themes or storytelling elements. A key advantage of this research is that it can provide detailed information for complex issues

as it allows researchers to understand the context that quantitative research can miss out. However, qualitative research may be quite time consuming and lacks the generalizability that quantitative research can find.

I will use quantitative research as I can generalize the data and identify trends such as wages or turnover rates. I would also be able to provide evidence that would include numbers.

Primary data and secondary data are two types of information used in research, and they differ mainly in how they're collected and their sources. Primary data is more of original data collected yourself for a specific research purpose. This data is found directly from the source, examples can be surveys, experiments, observations, or interviews. It is often seen as more reliable because it's directly for the research question, making sure the data is current and directly relevant. However, collecting primary data can be time-consuming, expensive, and harder to do , as it requires you to directly search for exactly what your looking for.

On the other hand, secondary data is data that has already been collected and found by someone else for a different purpose. This would include information from things like books, reports, articles, or government information. Secondary data is often easier and cheaper to get because it's easily available. However, since it's not collected with the specific research question, it may not always perfectly fit the research you want and need as it may be outdated.

I decided that I will be using secondary data as I can use government information such as the NHS to find research. This would be easier as social workers often work for the NHS which would make finding the information easier. It would also help as it's easier to obtain and cheap.

To find good credible sources you can use sources that are well known and reliable such as the NHS website or government website. These sources will provide you with reliable information that you want for the specific topic that you are researching for. You can search up words that include the topic of what you are looking for such as 'Issues in health and social care' or 'UK social worker pay'. These searches will provide websites and articles that include information of what you are looking for your research. By using key words such as 'UK' or 'NHS', this narrows down the search and would give you a more reliable and direct response to make your research more linked together with the topic.

References:

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