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Question 1

Professional nurses as well as licensed nursing practitioners join nursing related organizations based on various reasons. For instance, they join these nursing organizations to acquire and learn the current issues within the nursing field and keep current or specialty. Others join the organizations to get networked and get peer recognition based on the active membership with such major organizations. According to Sharafi et al. (2021), active nurses may join major nursing organizations, for example, American Nurses Association.

In general, professional nursing organizations are important to join because of various advantages associated with these associations. For instance, Kruse et al. (2020) submitted various advantages for joining professional nursing organizations. First, education; nursing practice involves science and technology, which keeps changing, thus affecting health care. Therefore, it's important to join professional nursing associations like the state licensing boards to keep updated and continuing education. Second, certification is also another advantage why nurses join these organizations. Joining professional nursing groups offer certification, which will further demonstrate professionalism and commitment. Third, annual conventions; as a member of professional associations like the nurses' groups, you will be able to get notifications and announcements of national or international conventions and attend at a low rate, where members meet and make professional connections from various specialties.

Question 2

Salary negotiation is an important thing that any employee should do before signing for any employment. This is very essential for the value of the work you do to get recognized by the

employer. From this respect, Tewari (2021) gave submissions on various methods that employees can use to negotiate for the salary.

One of them is the collective bargaining agreement which takes the traditional negotiating format where bargaining teams are involved. This team may involve the employer's team, including the administrator and the employee's professional organization. The second is the Interest-Based Bargaining (IBB) Method. This method is also referred to as a "win-win" method as it entails mutual gains negotiations. Interest-based bargaining is dispensed through an executive spokesperson using a systematic review of formal exchange of written proposals. Normally, these proposals are done in favor of the employee and the employer under the reliance on the interest of all the parties. Third, another method is the mid-term negotiation method. This salary negotiation method is based on the statutory duty to bargain and bargain in the mid-term. For example, the Illinois Education Labor Relation Act (IELRA) mandates employers to negotiate wages, hours, and the terms and conditions for employment. Lastly is the preparation. It involves extensive training of the employees who are expected to participate and contribute in the actual process of salary bargain; thus, prior preparation is key. According to Marceae et al. (2021), it is important to consider various critical areas in the preparation method of salary bargaining. For example, financial modeling preparation, financial projections, state budgetary issues, salary schedules, and current market comparable.

Accordingly, in the case of (APRN), the best method to negotiate salary is the collective bargaining agreement approach. This is an essential method because it will involve the nursing professional organizations that can negotiate on behalf of its members. Further, this method provides a more secure salary agreement in the employee's interest and best serves the Labor Act.

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