In conclusion, the case study of Community General Hospital illuminates the intricate balance required between adhering to established scheduling policies and meeting the pressing staffing needs, particularly for weekend shifts. The analysis underscores the challenges faced by Jane and Carrie in navigating these complex dynamics, from communicating effectively with candidates to adjusting policies without compromising consistency. Strategies such as self-scheduling systems and financial incentives have been identified as viable solutions to attract and retain nursing staff willing to work weekends, thereby addressing immediate staffing shortages while fostering a supportive work environment. As the hospital moves forward, innovative recruitment and retention strategies will be essential in overcoming future staffing challenges, ensuring both policy adherence and operational efficiency. Ultimately, a proactive approach that combines policy flexibility with strategic incentives can enhance recruitment outcomes and contribute to the hospital's long-term stability and success.