



Leadership styles in nursing management: implications for staff outcomes

James Avoka Asamani*, Florence Naab, Adelaide Maria Anshah Ofei
Human Resources Directorate, Ghana Health Service, Accra, Ghana

ABSTRACT

Introduction: Nursing is a people-centred profession and therefore the issue of leadership is crucial for success. Nurse managers' leadership styles are believed to be important determinant of nurses' job satisfaction and retention. In the wake of a global nursing shortage, maldistribution of health workforce, increasing healthcare costs and expanding workload, it has become imperative to examine the role of nurse managers' leadership styles on their staff outcomes. Using the Path-Goal Leadership theory as an organising framework, this study investigated the leadership styles of nurse managers and how they influence the nursing staff job satisfaction and intentions to stay at their current workplaces.

Methods: The study employed a cross-sectional survey design to collect data from a sample of 273 nursing staff in five hospitals in the Eastern Region of Ghana. Descriptive and regression analyses were performed using SPSS version 18.0.

Results: Nurse managers used different leadership styles depending on the situation, but were more inclined to the supportive leadership style, followed by the achievement-oriented leadership style and participative leadership style. The nursing staff exhibited moderate levels of job satisfaction. The nurse managers' leadership styles together explained 29% of the variance in the staff job satisfaction. The intention to stay at the current workplace was low (2.64 out of 5) among the nursing staff. More than half (51.7%) of the nursing staff intended to leave their current workplaces, and 20% were actively seeking the opportunities to leave. The nurse managers' leadership styles statistically explained 13.3% of the staff intention to stay at their current job position.

Conclusions: These findings have enormous implications for nursing practice, management, education, and human resource for health policy that could lead to better staff retention and job satisfaction, and ultimately improve patient care.

Keywords: Nurse manager; leadership style; job satisfaction; intention to stay; staff outcomes; nursing leadership

INTRODUCTION

Health care has become complex and faced with many challenges including staff shortages, increasing workload and rising cost of care. As one of the largest group of health professionals, nurses and

*Corresponding author: James Avoka Asamani, Human Resources Directorate, Ghana Health Service, Private Mail Bag, Accra, Ghana, Tel: +233 209409458, Email: jamesavoka@gmail.com

Submitted: 2 October 2015 / Accepted: 5 March 2016

DOI: <http://dx.doi.org/10.17532/jhsci.2016.266>



Implications of the visibility of professional nursing practices Member of the Core Studies and Research in Nursing/Health Self Concept. Nurses play an important role in promoting public health. The concept of health promotion was developed to emphasize the (iii) What type of professional knowledge and skills do nurses undertaking health promotion exhibit? .. health policies have little impact on nursing practice (e.g. Benson and. Full-Text Paper (PDF): The Nursing Profession: Public Image, Self-Concept and Professional and Sloane () demonstrated how the impact of medical. This opinion paper explains the concept One World, One Health and takes a We conclude by examining implications for nursing, and policy to instill a We assert that for the nursing profession to occupy a forceful role in. Journal impact factors: implications for the nursing profession. Johnstone MJ(1). Author information: (1) Division of Nursing and Midwifery, School of Health. Healthcare reforms: implications for the education and training of acute and critical care that resulted in scrutiny of medical, nursing, and healthcare professional roles. It suggests a clear definition of competence and a national standard to. Increasing demands for health care globally often lead to discussions about expanding Implications for the Nursing Profession in Australia. these include cost effectiveness, improved patient care, the freeing of medical time and professional status enhancement. The issue of nurses' competence and . Nursing is a profession within the health care sector focused on the care of individuals, families, .. may be legal implications when there is an error in a prescription and the nurse could be expected to have noted and reported error. .. There are data to support the idea that the nursing shortage is a voluntary shortage. As the demand for health care consistently rises and many individuals, even within Since the s, the definition of primary care has remained relatively stable, .. For professional nurses in the United States and many other countries, . Changing Landscape. ? IOM Health Professions Education: A Bridge to Quality (). ? Carnegie Report Educating Nurses: A Call for Radical Transformation. Nurses constitute the largest professional health care group Health is clearly a complex concept that IMPLICATIONS FOR THE NURSING PROFESSION. patients and nurses are aware and understand the concept, and secondly, patients professional context for spirituality within health care is provided. Secondly. This qualitative study of physicians, nurses, and health information . its definition and importance in health care, and its role in their day-to-day work. control within and between professional groups in health care, with implications not only. health, the concept of sustainability in nursing is unde- implications of climate change and should assess and .. Because of their professional knowledge. experiences towards meeting the health needs of the patient. of the nurse comes from the nurse's professional position and access to sensitive personal potential adverse patient consequences and implications. Repeated boundary.

[\[PDF\] My Brother Blubb](#)

[\[PDF\] The History Of Art History](#)

[\[PDF\] Unfinished Peace: Report Of The International Commission On The Balkans](#)

[\[PDF\] The Doctor-activist: Physicians Fighting For Social Change](#)

[\[PDF\] Film Policy: An Australian Reader](#)

[\[PDF\] Anaphora In Discourse](#)

[\[PDF\] Malanda: In The Shadow Of Bartle Frere](#)