Abstract:

The aim of the study was to assess the relationship between the assertiveness and leadership styles among nurses' managers at Assiut University Hospitals. The study sample including all the available nurses' managers (82) currently assigned to work in different units at Assiut University Hospitals; (1) director of nursing, (3) Assistant director, (12) supervisors, and (66) head nurses. The questionnaire sheet consisted of three parts: The first part related to sociodemographic characteristics of the study sample (age, qualifications, position, and years of experience). The second part of the tool consisted of 34 questions that measure the assertiveness of the nurse managers. The possible responses of this part were strongly agree scored (1), agree scored (2), sometimes scored (3), disagree scored (4), and strongly disagree scored (5). The third part of the tool consisted of 16 questions that measure the leadership style of the nurses' managers. The possible responses of this part were yes scored (1), and no scored (0). The questionnaire is divided into three parts (each part involves six questions) the first six questions detected the directive leadership style, the second six questions detected the participative leadership style, and the last six questions detected the permissiveness leadership style. The result denoted that there were no statistically significant differences between leadership styles and assertiveness among the nurses' managers. On the light of the present findings the researchers recommended the necessity of sharing of the nurses in decision-making, policy making, informing the nurse managers with description of each position, the nurses' managers must have authority commensurate with their responsibilities, and must have adequate opportunity for promotion, professional growth and inservice training opportunity about communication and leadership in nursing.

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