Leadership Style, Psychological Empowerment and Job satisfaction of Nurses in Assiut University Hospital

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Abstract:

Health care delivery systems are experiencing dramatic organizational changes. To manage these changes effectively, nursing leaders must understand the social processes that affect employees work-related attitudes, particularly leadership style, psychological empowerment and job satisfaction. This study aims to explore the relationship between the leadership style, empowerment and job satisfaction of nurses. The study subjects included all available staff nurses working at general medical and general surgical units at Assuit University Hospital. The data was collected by using demographic data sheet, T. T leadership style questionnaire, empowerment scale, and job satisfaction questionnaire. The results revealed that two thirds of the staff nurses perceived their head nurses uses transactional leadership style more than transformational leadership style, the level of empowerment was mostly weak 88.5%, and only 11.5% of nurses reported that empowerment as being strong. Also, it was noticed that high percentage of the participants were satisfied with communication and work relationship, also the highest percentage of them were unsatisfied with their salaries and incentives, safety and security. There was a statistical significant negative effect of leadership score on the score of job satisfaction. It is recommended for the head nurses to be aware of how to use the suitable leadership style that empower their staff nurses.

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