

Linking Nurses' Clinical Leadership to Patient Care Quality: The Role of Transformational Leadership and Structural Empowerment as Perceived by Registered Nurses

Background

Evidence shows nursing leaders' transformational leadership is associated with improved patient care outcomes. However, there is gap related to the how of this association and no clear mechanism explicating the association needing further exploration.

Aim

To explore the relationships among transformational leadership, structural empowerment, registered nurses' clinical leadership, and quality of patient care outcomes.

Methodology

This study will use quantitative, descriptive, cross-sectional design. It will be conducted in a tertiary hospital in Riyadh, Saudi Arabia using a stratified random sampling with five subgroups of head nurses, including, 29 Filipinos, 12 Indians, 15 male Saudis, 26 female Saudis, and 8 other nationalities. A total of 855 registered nurses will be recruited to participate based on five stratified subgroups. The variables will be assessed using the following instruments, Multifactor Leadership Questionnaire⁽¹⁾, Conditions of Work Effectiveness II⁽²⁾, Clinical Leadership Survey⁽³⁾, and the occurrence of adverse events⁽⁴⁾ and four items describing quality of nursing care⁽⁵⁾. The study will obtain ethical approvals from Queen's University Belfast and King Saud Medical City. Data will be collected, tallied, and analyzed using IBM SPSS version.23, and structural equations modeling framework.

Results

The expected results will inform nursing leaders in Saudi Arabia about possible mechanisms of association between transformative leadership and quality of patient care outcomes. Particularly, the findings will add to the body of knowledge regarding how transformative leadership empowers healthcare structure and enables effective clinical leadership among nurses to improve quality of patient care.

Conclusions

The study will reveal if transformative leadership will result to proper patient care through empowering registered nurses and enhancing their clinical leadership.

Implications for Practice

As effective nursing leadership is critical in strengthening the quality of patient care, head nurses are encouraged to use transformational leadership to empower nurses to achieve effective clinical leadership and deliver safe and high-quality patient care.

References

- 1-Avolio BJ, Bass BM. Multifactor leadership questionnaire (TM). Mind Garden, Inc. Menlo Park, CA. 2004.
- 2-Laschinger HK, Finegan J, Shamian J, Casier S. Organizational trust and empowerment in restructured healthcare settings: effects on staff nurse commitment. *JONA: The Journal of Nursing Administration*. 2000 Sep 1;30(9):413-25.
- 3-Patrick A, Laschinger HK, Wong C, Finegan J. Developing and testing a new measure of staff nurse clinical leadership: the clinical leadership survey. *Journal of Nursing Management*. 2011 May;19(4):449-60.
- 4-Aiken LH, Clarke SP, Sloane DM, Sochalski JA, Busse R, Clarke H, Giovannetti P, Hunt J, Rafferty AM, Shamian J. Nurses' reports on hospital care in five countries. *Health affairs*. 2001 May;20(3):43-53.
- 5-Aiken LH, Clarke SP, Sloane DM, International Hospital Outcomes Research Consortium. Hospital staffing, organization, and quality of care: cross-national findings. *International Journal for quality in Health care*. 2002 Feb 1;14(1):5-14.

Abdulaziz Alanazi, PhD student

Supervisors : Dr Susan Clarke & Dr Marian Traynor