

The Effect of Specific Nurse Manager Attributes on Staff Nurse Satisfaction and Intent to Stay
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Background

The Nurse Manager (NM):

- Interfaces with patients, family members, nursing and support staff, other health care professionals, ancillary departments, and hospital administrators
- Directly influences staff nurse satisfaction and intent to stay
- Patient outcomes influenced by staff nurse satisfaction, performance, and the work environment
- Effective staff nurse performance and positive patient outcomes contribute to organizational effectiveness

Inadequate NM role preparation:

- Staff nurse dissatisfaction
- Patient outcomes
- Organizational effectiveness

Role of the NM - American Organization of Nursing Leadership (AONL):

- The Art, “leading others”, may be influenced by the NM’s Authentic Leadership (AL) ability.
- The Science, “leading the organization” may be developed with graduate-level academic preparation.
- The Leader Within, “leading yourself”, may be enabled by a high degree of Emotional Intelligence (EI)

Purpose

Address the attributes of the NM in relation to:

- Authentic Leadership ability (The Art)
- Graduate Academic Preparation (The Science)
- Level of Emotional Intelligence (The Leader Within)

And the effect of a single attribute, or combination of attributes, on staff nurse satisfaction and retention.

Meleis’ (2010) Transitions Theory - theoretical framework and foundation for assessment of attributes.

Method

- Quantitative Correlational Study
- NM Demographic Survey
- Authentic Leadership Inventory (NM & Staff Nurse assessment of NM)
- Emotional Intelligence Survey (NM & Staff Nurse assessment of NM)

Results

Results not available as study not yet undertaken

Implications for Research and Practice

NM Selection and Development

- An assessment of specific NM attributes may reveal factors that would provide for appropriate NM selection and enable role development leading to NM satisfaction and success in the position.

Staff Satisfaction, Patient Outcomes, Organizational Effectiveness

- If the NM possesses attributes known to foster staff satisfaction yielding positive patient outcomes, the likelihood that the NM will remain in the position and contribute to unit effectiveness and positive organizational outcomes is increased.

Conclusion

Conclusion not available as study not yet undertaken