C1-5: Autonomy, Self-Efficacy, Influence of Leadership Behaviors, and Shared Governance as Predictors of Registered Nurse Job Satisfaction in an Acute Healthcare System

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Abstract:

Introduction: The nursing shortage has been attributed to an aging workforce, patient acuity, and lack of autonomy and respect. Myriad examples note the influences of individual predictors upon job satisfaction and nurse retention. Study purpose: To examine the relationships among predictors frequently associated with employee satisfaction. Research question: What are the relationships between autonomy, self-efficacy, influence of leadership behaviors and self-perceived job satisfaction in a multi-hospital system that incorporates a shared governance model?

Method(s): Correlational design; Convenience sample (N=222); Conceptual Model: Kanter’s Structural Theory of Power in Organizations; Scales: Professional Nursing Governance; General Self-Efficacy; Dempster Practice Behavior; Leadership Behaviors and Organizational Climate Survey; Job Satisfaction Survey. Minimum sample size (N=134) was estimated using power analysis (actual power = 0.95; medium effect size, and α = .05) so the sample size was more than adequate.

Results: Mean age: 44.24 (SD=10.67; 23-66 years); the majority of the participants were white, non-Hispanic (77%; n=171) and female (n=203; 91.4%). Seventy-four percent (n=163) had a BSN or higher degree and had been registered nurses an average of 17.8 (SD=11.5) years. There were positive correlations between age (r=0.142; p=0.036), how long an RN (r=0.160; p=0.018), education (r=0.156; p=0.021) and job satisfaction. Self-efficacy was correlated with educational preparation (r=0.232; p=0.001) and autonomy (r=0.444; p=0.000). Influence of leadership behaviors (r=0.472, p=0.000) and shared governance (r=0.289, p=0.000) were correlated with job satisfaction. There was a correlation between shared governance and influence of leadership behaviors (r=0.176, p=0.010) and self-efficacy (r=0.157, p=0.021).

Discussion & Conclusions: While there has been extensive written discourse about the variables as unique entities, this study examined the relationships of these factors as an aggregate as they relate to job satisfaction. The findings indicate that nurses are generally satisfied with their work environment. Findings have the potential to enhance the scientific knowledge base related to common factors that may impact nurses, work environment, and job retention.

Abstract History:
This abstract has not been presented or accepted for presentation in whole or in part at the SNRS or other scientific meeting.

Financial Disclosure:
No, I (or a member of my immediate family) have not received something of value* from or own stock (or stock options) in a commercial company or institution related directly or indirectly to the subject of my presentation.

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