



“A STUDY TO ASSESS THE VARIOUS LEADERSHIP STYLES IN PRACTICE AMONG NURSING PROFESSIONAL IN CLINICAL SETTING AT SMVMCH, PUDUCHERRY”.

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ABSTRACT

Nursing is a noble and indispensable profession that encompasses a diverse range of roles and responsibilities dedicated to the promotion of health, prevention of illness, and compassionate care for individuals across the lifespan. Nurses play a crucial role in the healthcare system, serving as frontline caregivers. The main objective of the study was to assess various leadership style in practice among nursing professionals. Descriptive research design was adopted for the study. Among 30 nursing staff were selected using non-probability purposive sampling technique. The nursing staff were assessed with demographic variables and Leadership styles questionnaire scale. The assessment was carried out with Leadership styles questionnaire scale to assess various leadership style in practice among nursing professionals. The study findings revealed that The study findings concluded that there is significance association between the educational qualification and year of experience with leadership style in practice among nursing professionals where ‘p’ value is < 0.05. There is significance association between the Job Designation, working experience in the unit and Duration of sick leave per month with leadership style in practice among nursing professionals where ‘p’ value is < 0.05. Therefore, the study findings concluded that various type of leadership styles

were followed in the hospital . Afterall the democratic and transformational leadership has been used in various settings.

Key words: Profession, Leadership, Nursing, Non-Probability Purposive Sampling Technique.

INTRODUCTION:

In nursing, leadership styles vary, but common approaches include transformational leadership, servant leadership, and situational leadership. Transformational leaders inspire and motivate, while servant leaders prioritize the team's needs. Situational leaders adapt their style to the specific context, fostering flexibility. Effective nursing leaders often combine elements of these styles to suit the dynamic healthcare environment. Democratic Leadership Involves collaboration and shared decision-making. Nurses participate in discussions and contribute to decision processes, promoting a sense of ownership and teamwork.

Judith Vasan, et al. (2022), This study reveals that the Cluster Chief Nursing Officer at BGS Gleneagles Global Hospital in Bengaluru, agrees with this assessment and adds that there are several problems to developing nursing leadership in India, including creating plans for training future leaders, utilizing evidence-based practices, keeping up with new technologies, preventing burnout, promoting emotional well-being, and advocating for the nursing profession.

Krishna Shankar Ukirde, et al. (2022), This study reveals that Transformational Leadership in Nursing in current perspectives among nurses in Rajasthan. The study concluded was thus found that as transformational and transactional leadership behavior increases, patient safety culture, organizational citizenship behavior, and job satisfaction also increase and on the other hand, patient safety culture, organizational citizenship behavior, and job satisfaction decrease as laissez-faire leadership behavior increases.

STATEMENT OF THE PROBLEM:

“A Study to Assess the Various Leadership Styles in Practice Among Nursing Professional in Clinical Setting At SMVMCH, Puducherry”.

OBJECTIVES:

1. To assess the various leadership style in practice among nursing professionals by using Leadership Style Assessment Scale.
2. To associate the assessment of various leadership style in practice among nursing professionals with their selected demographic variables.

ASSUMPTION:

1. Nursing professionals will have high Authorial Leadership style practice in clinical setting.
2. Nursing professionals will have high Laissez-Faire Leadership style practice in clinical setting.
3. Nursing professionals will have high Democratic Leadership style practice in clinical setting.

MATERIALS AND METHOD:

The design adopted was **Quantitative research approach** (Descriptive research design). The setting of the study was at Sri Manakula Vinayagar Medical College and Hospital. The period of data collection was 4 weeks. Totally 30 nursing staff were selected by using purposive sampling technique. Leadership questionnaire scale were used to assess the various type of leadership skills used in clinical practice among nursing professionals. The gathered data were analyzed using descriptive and inferential statistics and interpretations were made based on the objectives and hypothesis of the study.

Tool consists of Three Parts:

The tool was developed and standardized from extensive literature review, internet research, and expert discussion. The tool consists of the two sections.

Section A: Demographic variables

Section B: Leadership styles questionnaire

Description of Data collection instruments:

The tool was developed and standardized from extensive literature review, internet research, and expert discussion. The tool consists of the two sections.

Section A: Demographic variable

The demographic variables consist of age in years, gender, religion, marital status, educational qualification, year of experience, Monthly income, working department, searching information in internet, Discussion with colleagues.

Section B: Leadership styles questionnaire

This questionnaire is designed to measure three common styles of leadership: authoritarian, democratic, and laissez-faire. By comparing your scores, you can determine which styles are most dominant and least dominant in your own style of leadership.

Setting of the study

The present study was conducted at Sri Manakula Vinayagar Medical College and Hospital. It is an ultra-modern, multi-specialty tertiary care hospital with medical research facilities. This hospital is 100 meters away from SMVNC. The hospital is a 1050-bed multispecialty hospital. As a tertiary care hospital, the services are complemented by a day care centre, out-patient facilities, and an exclusive centre for health check-ups. It includes in-patient department of the intensive care unit, critical care unit, respiratory intensive care unit, paediatric intensive care unit, neonatal intensive care unit, and surgical intensive care unit.

Inclusion criteria

- Nursing professional who are working in SMVMCH, Puducherry.
- Nursing professional who are present during data collection.
- Nursing professional who are willing to participate in the study.

Exclusion Criteria

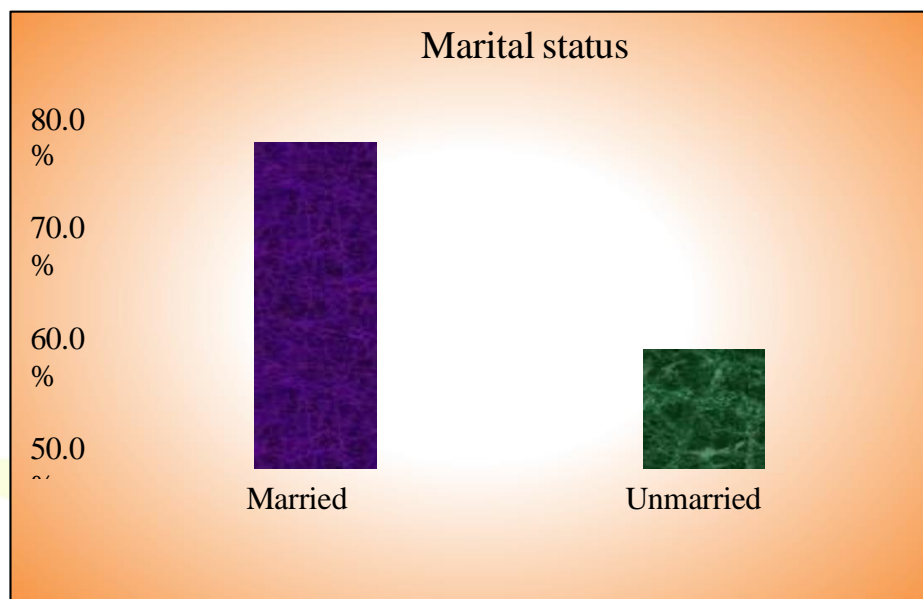
- Nursing professional who are not willing to participate in the study
- Nursing professional who are absent during data collection.

RESULTS:**Distribution of Demographic Variable of Nursing Professional****N = 30**

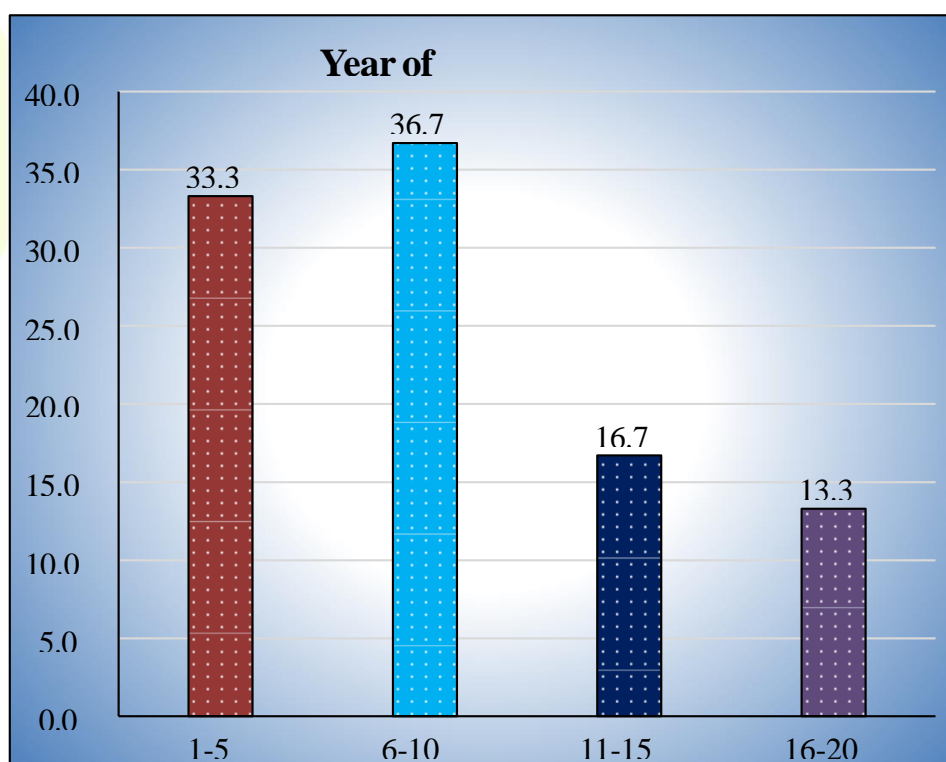
S.No	Demographic variables	Frequency	Percentage
1	Age in years		
	21-25	10	33.3%
	26-30	12	40.0%
	31-35	8	26.7%
	36 and above	0	0.0
2.	Religion		
	Hindu	25	83.3%
	Muslims	2	6.7%
	Christian	3	10.0%
	Others	0	0.0%
3.	Marital status		
	Married	22	73.3%
	Unmarried	8	26.7%
4.	Education qualification		
	General nursing and midwifery	5	16.7%
	Post basic bachelor of nursing	5	16.7%
	Bachelor of nursing	20	66.7%

	Master of nursing	0	0.0
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The above table shows frequency and percentage-wise distribution of demographic variable of nursing professional. Regarding the age groups, the majority 12 (40%) were in the age group of 26-30 years, 8(26.7%) were above the age group of 31-35 years. In the aspect of religion, the data shows majority 25 (83.3%) were Hindu and 2 (6.7%) were Muslim and 3 (10%) were Christian. In the aspect of marital status majority 22 (73.3%) were married and 8 (26.7%) were unmarried. Regarding education qualification, 20 (66.7%) were completed bachelor of nursing, 5 (16.7%) were completed post basic bachelor of nursing.



Marital status wise distribution of demographic variables of Nursing Professional. This shows that married was 80% and unmarried was of 50%.



With regards to year of experience, 10 (33.3%) were had 1-5 years of experience and 5 (16.7%) were had 11-15 years of experience. In the aspect of income in months majority, 15 (50%) were had income of Rs.20001-30000, 10 (33.3%) had income of Rs.10000-20000.

Distribution of clinical Variable of Nursing Professional

N = 30

S.No	Demographic variables	Frequency	Percentage
1.	Job Designation is		
	Staff nurse	10	33.3%
	Ward in-charge	10	33.3%
	Nursing supervisor	5	16.7%
	Nursing administrator	5	16.7%
2.	Working experience in the unit is		
	One year	10	33.3%
	Two years	8	26.7%
	3 year or more than 3 years mention ---	12	40.0%
	No experience.	0	0.0%
3.	Level of satisfaction at work		
	Well satisfied	22	73.3%
	Moderately satisfied	8	26.7%
	Not satisfied	0	0.0%
4.	there is passion to		
	Work in clinical set up	8	26.7%
	Higher studies in nursing course	14	46.7%
	Higher studies in non- nursing course	8	26.7%

	Not reported.	0	0%
5.	Working hours per day		
	6 to 8 hours per day	22	73.3%
	8 to 10 hours per day	3	10.0%
	8 to 12 hours per day	0	0.0%
	Not reported	0	0.0%

The

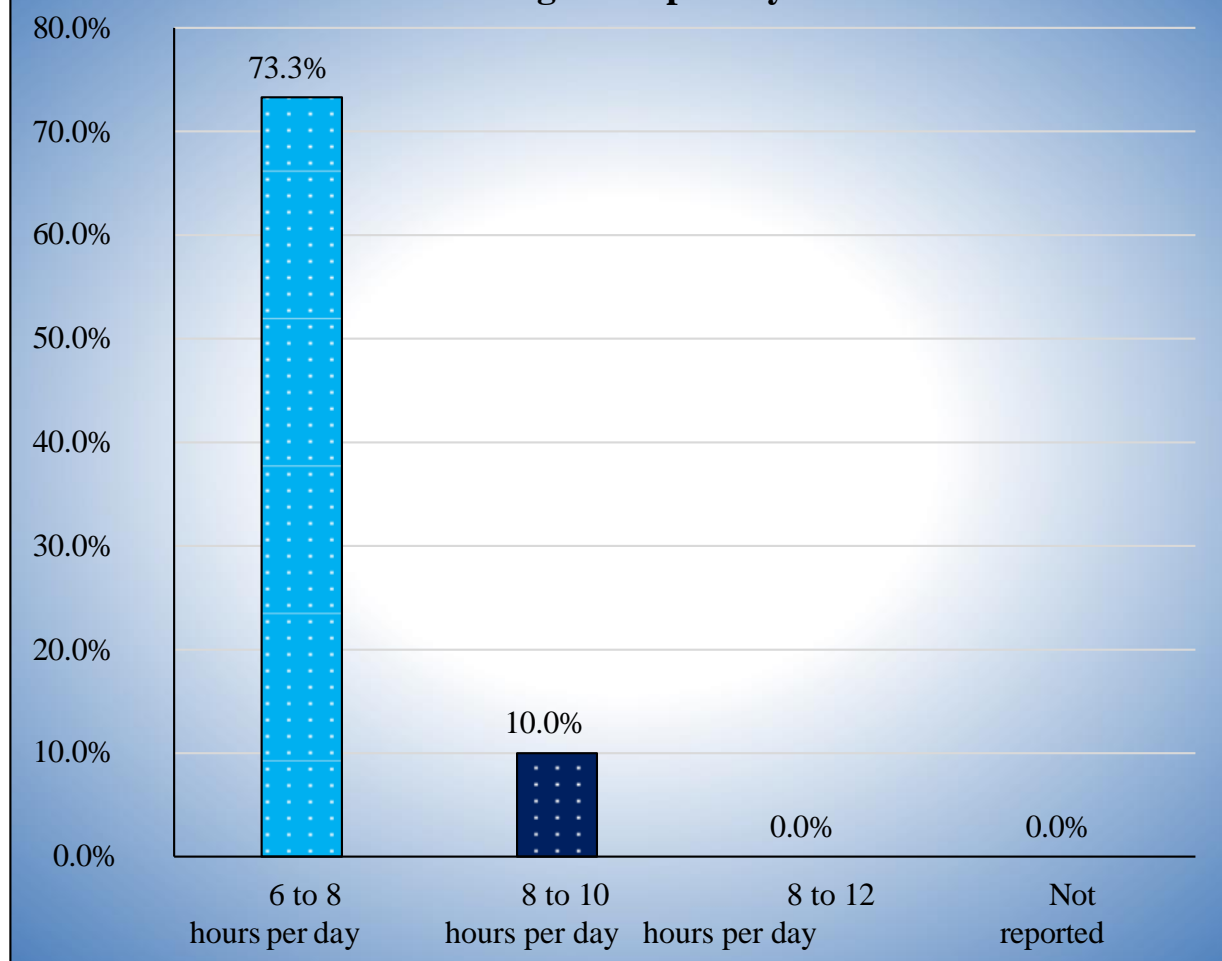
above table shows frequency and percentage-wise distribution of clinical variable of Nursing Professional. In the aspect of job designation 10 (33.3%) were nurse and 10 (33.3%) were ward in charge. Regarding Working experience in the unit, majority 12 (40%) had 3 year experience and 10 (33.3%) had one year experience. In the aspects of Level of satisfaction at work, majority 22 (73.3%) were Well satisfied and 8 (26.7%) were Moderately satisfied. Regarding the Working hours per day, the majority 22 (73.3%) had 6 to 8 hours per day and 3 (10%) had 8 to 10 hours per day. In the aspect of duration of sleep/day, the data shows, the majority 20 (66.7%) had 8 hours/day and 10(33.3%) had >8 hours/day.



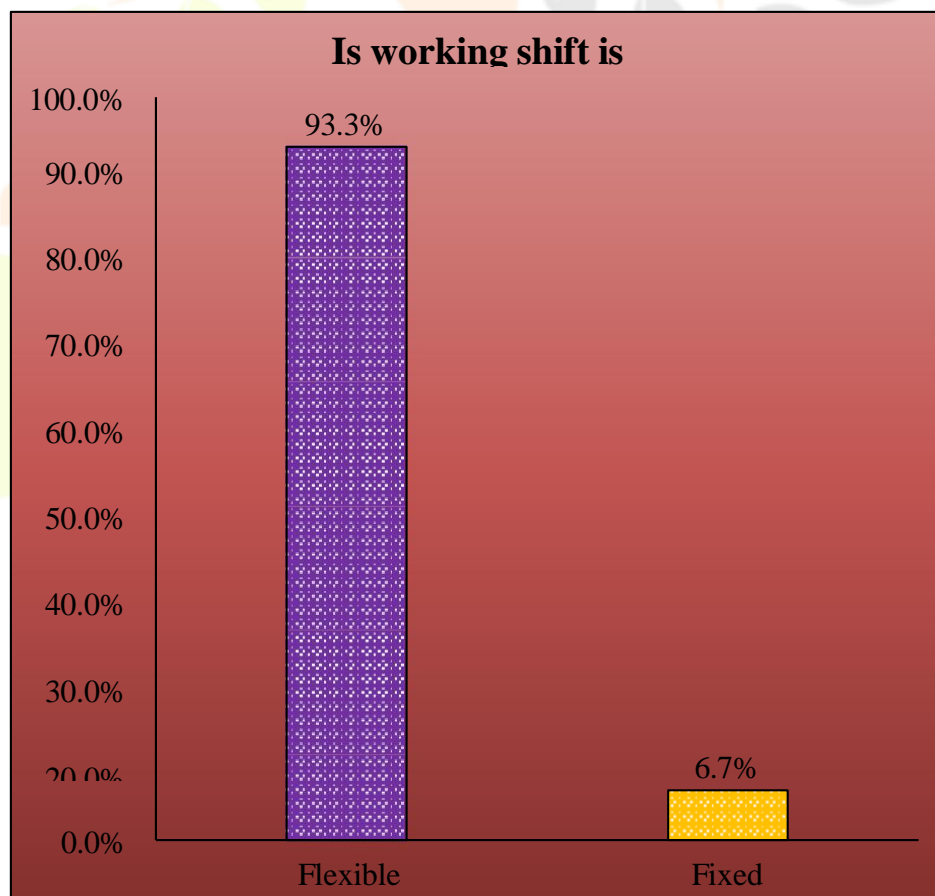
In the aspects of Level of satisfaction at work, majority 22 (73.3%) were Well satisfied and 8 (26.7%) were Moderately satisfied.

Working hours per day

In



Is working shift is



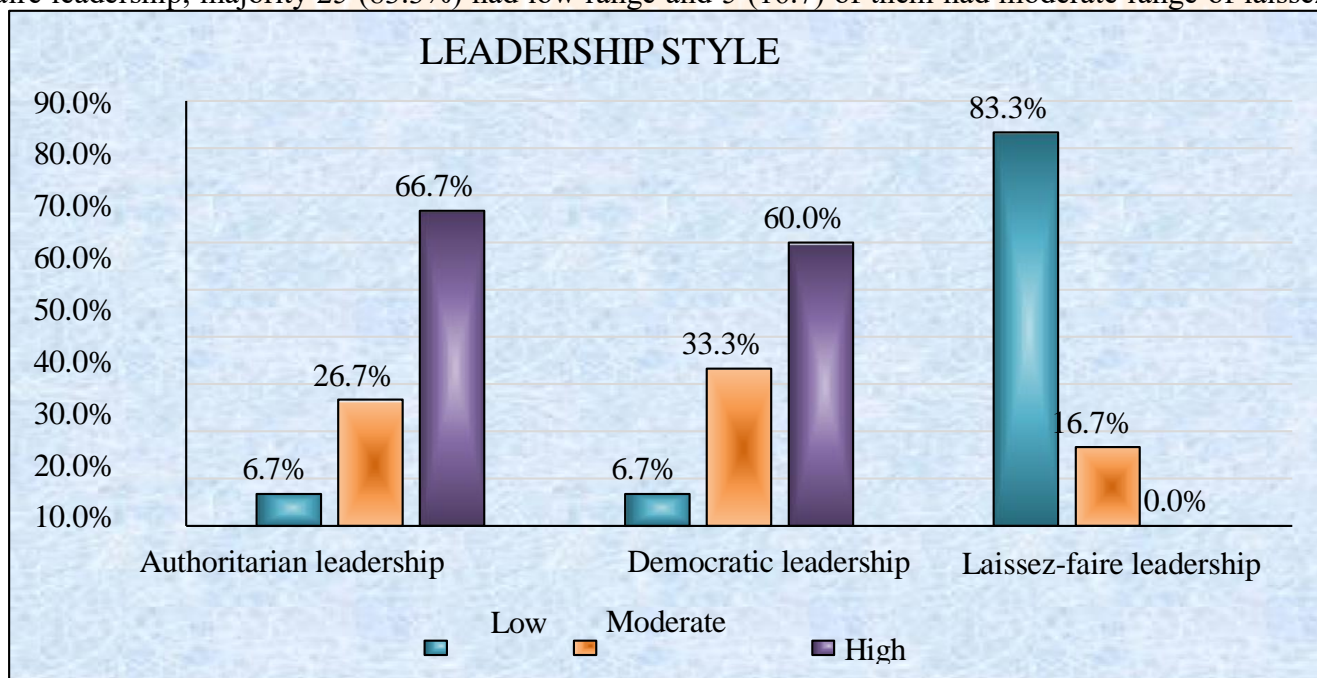
the aspect of Exposure to stressful situation in work area majority, 24 (80%) had Occasionally, 5 (16.7%) had frequently.

Regarding the type of shift majority 15 (50%) were had day shift and 10 (33.3%) were in evening shift.

Distribution of the leadership style in practice among nursing professionals N = 30

NO	LEADERSHIP STYLE	Very w nge		ow range		oderate nge		igh range		ery gh nge	
		n	%	n	%	n	%	n	%	n	%
1.	uthoritarian adership	0	0%	2	6.7%	8	26.7%	20	66.7%	0	0%
2.	emocratic adership	0	0%	2	6.7%	10	33.3%	18	60.0%	0	0%
3.	aissez-faire adership	0	0%	25	83.3%	5	16.7%	0	0.0%	0	0%

The above table reveals the frequency and percentage-wise distribution of leadership style in practice among nursing professionals. The finding shows that, majority 20 (66.7%) of them had high range of authoritarian leadership, 8 (26.7%) of them had a moderate range of authoritarian leadership. In democratic leadership 18 (60%) of had high of democratic leadership, 10 (33.3%) of them had moderate democratic leadership. In laissez faire leadership, majority 25 (83.3%) had low range and 5 (16.7) of them had moderate range of laissez faire



leadership.

Association of the leadership style in practice among nursing professionals with their selected clinical variables

N=30

S.No	Demographic variables	n	Chi-square χ^2	df	value
1.	Job Designation is				
	Staff nurse	10	$\chi^2 = 7.393$	3	$p = 0.001$ (S)
	Ward in-charge	10			
	Nursing supervisor	5			
	Nursing administrator	5			
2.	Working experience in the unit is				
	One year	10	$\chi^2 = 4.349$	3	$p = 0.04$ (S)
	Two years	8			
	3 year or more than 3 years mention ---	12			
	No experience.	0			
3.	Level of satisfaction at work				
	Well satisfied	22	$\chi^2 = 2.149$	2	$p = 0.241$ (S)
	Moderately satisfied	8			
	Not satisfied	0			

The above table shows that there is significance association between the Job Designation, working experience in the unit and Duration of sick leave per month with leadership style in practice among nursing professionals where 'p' value is < 0.05 . There is no significance association between Level of satisfaction at work, Is there is passion to, Working hours per day, Interpersonal relationship with hierarchy of organization is, Duration of sick leave per month, Re-cognition of work of nurses, Reason of absenteeism is, Duration of work per day, Duration of sleep / day, Exposure to stressful situation in work area, Health Illness and Type of shift with leadership style in practice among nursing professionals.

MAJOR FINDINGS OF THE STUDY:

Regarding the age groups, the majority 12 (40%) were in the age group of 26-30 years, 8(26.7%) were above the age group of 31-35 years. In the aspect of religion, the data shows majority 25 (83.3%) were Hindu and 2 (6.7%) were Muslim and 3 (10%) were Christian. In the aspect of marital status majority 22 (73.3%) were married and 8 (26.7%) were unmarried. Regarding education qualification, 20 (66.7%) were completed bachelor of nursing, 5 (16.7%) were completed post basic bachelor of nursing. With regards to year of experience, 10 (33.3%) were had 1-5 years of experience and 5 (16.7%) were had 11-15 years of experience. In the aspect of income in months majority, 15 (50%) were had income of Rs.20001-30000, 10 (33.3%) had income of Rs.10000-20000. With regards to update education in leadership majority, 12 (40%) were said yes and 18 (60%) were said no. Regarding working department, the data shows that the majority 10 (33.3%) were working in ICU, 8 (26.7%) were in OT and 5 (16.7%) working in wards. In the aspects of discussion with colleague's majority 15 (50%) had discussed with colleagues and remaining 15 (50%) not discussed.

In the aspect of job designation 10 (33.3%) were nurse and 10 (33.3%) were ward in charge. Regarding Working experience in the unit, majority 12 (40%) had 3-year experience and 10 (33.3%) had one year experience. In the aspects of Level of satisfaction at work, majority 22 (73.3%) were Well satisfied and 8 (26.7%) were Moderately satisfied. Regarding the Working hours per day, the majority 22 (73.3%) had 6 to 8 hours per day and 3 (10%) had 8 to 10 hours per day. In the aspect of duration of sleep/day, the data shows, the majority 20 (66.7%) had 8 hours/day and 10(33.3%) had >8 hours/day. Regarding Interpersonal relationship with hierarchy of organization, 22 (73.3%) had Very good and 5 (16.7%) had good. With regards to duration of sleep per day majority, 25 (83.3%) had 8 hours / day and 5 (16.7%) > 8 hours / day. In the aspect of Exposure to stressful situation in work area majority, 24 (80%) had Occasionally, 5 (16.7%) had frequently. Regarding the type of shift majority 15 (50%) were had day shift and 10 (33.3%) were in evening shift.

CONCLUSION:

The present study assessed the Various Leadership Styles in Practice Among Nursing Professional in Clinical Setting At SMVMCH, Puducherry.

The study findings concluded that there is significance association between the educational qualification and year of experience with leadership style in practice among nursing professionals where 'p' value is < 0.05. There is significance association between the Job Designation, working experience in the unit and Duration of sick leave per month with leadership style in practice among nursing professionals where 'p' value is < 0.05

NURSING IMPLICATIONS

The findings of the study have implications for various areas of nursing practice, nursing education, nursing administration and nursing research.

NURSING PRACTICE

- The study results may help the nursing personnel to understand factors influencing Various Leadership Styles in Practice Among Nursing Professional.

NURSING EDUCATION

- Nurse educator should take the initiative to conduct education programme on Various Leadership Styles in Practice Among Nursing Professional.

NURSING ADMINISTRATION

- In-service education can be arranged to the staff nurses to improve the knowledge to manage the Various Leadership Styles in Practice Among Nursing Professional

NURSING RESEARCH

- In-service education can be arranged to the staff nurses to improve the knowledge to manage the Various Leadership Styles in Practice Among Nursing Professional

RECOMMENDATIONS

- Same study can be conducted with large samples.
- Same study can be conducted among nursing students to understand Various Leadership Styles in Practice Among Nursing Professional.

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