

A Descriptive Study to Assess the Preferred Leadership Styles among Nursing Incharges

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Abstract

Background: Many hospital are confronted by the challenges faced in the workplace, demands and expectations of the consumers, issues related to quality and safety of health care due to lack of effective leadership technique .According to the survey, The nursing in charges around the world practice different leadership style which and the leadership style of each nursing in charge differ from each other or it may be same . Hence This study enables to understand the preference to various leadership styles by nursing in charges with their subordinates . **Objectives:**1.To assess the Leadership Style among Nursing in charges with their subordinates of selected hospitals of Pune city.2.To find out association of selected demographic variables to the leadership styles. **Methodology:** A Non-Experimental Descriptive Research Approach The study was conducted among various nursing in charges working in various hospitals of Pune City. The selection of sample was based on easy geographical accessibility, cooperation and availability of samples .The sample size for study was 60,selected by using Non Probability Convenience Sampling Technique from various hospitals of Pune City who met the inclusion criteria. **Results:** Majority of them 55% have preferred to have transformational leadership styles , 15 % of them have preferred to have transactional leadership styles , and only few preferred to have autocratic and democratic learning styles 10% and 1 % respectively. and when we compare the selection of two leadership styles at a time we found that (7%) of them preferred to have autocratic and transactional leadership style together as a leadership styles ,and 7% of them had preferred to have transformational and transactional leadership style together as a leadership style. To find out the association of demographic data with leadership style data was analyzed and found that there is no significant association between any of the demographic data with leadership style as the P value is more than 0.05.**Conclusion:** The findings indicated that questionnaire was an effective strategy in bringing the preferred leadership styles. The structured questionnaire was acceptable and useful method of assessing the preferred leadership styles and can be used in future to identify preferred leadership styles used by Nursing in charges and Also leadership style has no association with the demographic profile.

Keywords: assess , leadership styles, nursing in charges .

Introduction or Background

“Leaders become great not because of their power but because of their ability to empower others”

- John Max well

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There are some various ways to steer, and each leaders will demonstrate their leadership style.Among all the leadership style we have 2 main leadership style that are transformational and transactional leadership styles.It is

said that effective leaders will be engaged in professional leadership behaviors and also in private leadership behaviors. Were the professional leadership behaviors is to seek advice from setting a vision, creating a path for achieving the set goals, Prioritizing the processes to be carried out and procedures, etc., and often these activities are translated as per the organizational strategies and practices.⁽¹⁾The non-public leadership are involved in building trust also for caring of people and to act morally etc. Hence they , often try to take advice from the various leadership styles .leadership style represents as very crucial as it also consider for the

determination of the success or failure of organizations and the institutes.⁽²⁾ Many researches on leadership has said that, leadership is known as an inherently gained moral endeavor as it involves a relationship to influence and power between the followers. Personality of a leader is also to be considered as an effective important quality of a leader as the follower of the leaders will debit the personality traits of the leader they are following ⁽³⁾⁽⁶⁾⁽⁷⁾ ⁽⁸⁾. Characteristics like demographics, personality traits, skills and skills are all essential components which helps to predict the leadership style. If the organizations study about these important traits of leadership with any sort of training and learning methods they can develop good leaders in their organizations and institutes. As we have lack of transformational leader which look for vision, passion. An effective leader should be praised for the improvement of their personal, professional and social life. Hence to bring out a positive environment and to changes the negative atmosphere to appositive it needs an important and meaningful response. In nursing we need very dynamic leaders to lead were leadership is and essential quality to be acquired by all the nursing staffs and leaders which is need to ensure the safety of patients and to execute positive staff development. The nurse leaders are the main who plays and vital role towards excellent patient care. It promotes Frankel's affirmation that it's important to possess dynamic clinical leaders and supportive clinical environment between the event and achievement of best practice chart.⁽¹²⁾

Objectives of the study:

1. To assess the Leadership Style among Nursing in charges with their subordinates of selected hospitals of Pune city.
2. To find out association of selected demographic variables to the leadership styles.

Material and Methods

Research Design: The researchers have used a Non-Experimental Descriptive Research. The study was conducted in the selected hospitals.

Sampling techniques: Non Probability convenient sampling technique was used and selected all nursing supervisors and in-charges of the maternity wards. **Subject Size:** Nursing supervisors and in-charges altogether was 60 who are willing to participate and working in the maternity wards. These participants have informed clearly about the study and its purpose.

Tools of data collection: In the present study the below scales were used to collect the data. Structured Questionnaire on preference of leadership style which was developed by the researchers based on the review of the literature. It has two sections; **Section I:** Consisted of items related to demographic variables of the subjects of the study, such as age, sex, department, qualification, years of experience. **Section II:** Consisted of 20 questions regarding preference of leadership style. **Validity and Reliability of tools:** Tools were validated by the experts and the reliability was done by Cronbach's Alpha coefficient test. Cronbach's alphas were $r = 0.86$, & 0.9 for preference of leadership style.

Findings

The analysis and interpretation of the data collected to determine the leadership styles preferred among nursing in charges during her work process between here subordinates was done keeping the objectives of the study in consideration

The result was divided in III Sections

Section- I

Description of samples characteristics in frequency and percentage.

Table 1: Frequency and Percentage distribution of demographic data

N=60

Sr.No	ITEMS	FREQUENCY	PERCENTAGE (%)
1	AGE		
	20-30 yrs.	49	82.4 %
	31-40yrs	11	17.6 %

Cont... Table 1: Frequency and Percentage distribution of demographic data

N=60

2	GENDER		
	Male	22	35.3%
	Female	38	64.7%
3	RELIGION		
	Hindu	41	68.8%
	Christian	6	12.5%
	Other	6	12.5%
4	EDUCATION		
	B,Sc	19	31%
	P,B.Sc	1	1.3%
	M.Sc	30	50.1%
	Other	10	17.6 %
5	Occupation		
	Govt. Sector	49	82.4 %
	Pvt. Sector	11	17.6 %
6	Marital status		
	Married	22	35.3 %
	Unmarried	38	64.7 %
7	Duration of practice		
	<10 year	36	60 %
	>10 years	24	40 %

Section- II

Description of data related to preferences of leadership styles

Table 2: Data related to preferences of leadership styles

N=60

SR/N	PREFERED LEADERSHIP STYLE	FREQ	%
1	AUTOCRATIC LEADERSHIP	6	10%
2	TRANSACTIONAL LEADERSHIP	9	15 %
3	TRANSFORMATIONAL LEADERSHIP	33	55 %
4	DEMOCRATIC LEADERSHIP	1	1 %
5	TRANSACTIONAL LEADERSHIP/TRANSFORMATIONAL LEADERSHIP	4	7 %
6	AUTOCRATIC AND TRANSACTIONAL LEADERSHIP	4	7 %
7	AUTOCRATIC AND TRANS FORMATIONAL LEADERSHIP	3	5%

Section- III

Association between demographic details and Leadership styles

Table 3: Describes Association between demographic details and Leadership styles

N=60

SR NO	Demographic variable	Autocratic	Demo-cratic	Transac-tional	Transfor-mational	p-value	Remarks	
1	Age	20-30 years	9	10	12	0.084	Non Significant	
		31-40 years	6	5	3			2
		>41years	0	0	0			0
2	Gender	Male	4	3	0	1	Non Significant	
		Female	10	12	13			15
3	Education	B.Sc	3	2	0	0.072	Non Significant	
		P.B.Sc	3	0	0			14
		M.Sc	2	5	8			10
		Oher	1	1	1			1
4	Occupation	Govt. Sector	3	2	2	0.075	Non Significant	
		Pvt. Sector	3	5	10			25
5	Religion	Hindu	6	11	10	0.247	Non Significant	
		Muslim	6	3	4			0
		Christian	3	1	2			3
		Other	0	0	1			1
6	Marital status	Married	4	6	5	0.404	Non Significant	
		Unmarried	8	7	5			10
7	Duration of practice	<10 year	3	2	2	1	Non Significant	
		>10 years	3	5	10			25

Discussion

This study has been undertaken to assess the popular leadership style and associate the training nursing in charges from various hospitals of Pune city. This study fortunately reproduce , makes various inputs to leadership studies . the overall objective of this research

was to go looking out various leadership style preferred by nursing in charges and also if there’s significant association between demographic factors and leadership styles .

Table:1 Shows In that majority of samples that is 82% were from the age group 20 to 30 years, 17.1

% samples were from the age group of 31 to 40 years .In gender description it was found that Majority of the samples (64.7%) were females and Only 35.3 % samples were Male. In religion description it was noted that Maximum 68.8% were Hindu, 12.5% were Christian , only 12.5% were belonging from other religions were .When we look upon the education status 50.1 % of total students have completed M.Sc, 31% have done B.Sc , 17.6% have done other educational course of nursing .and only 1.3 % have done P.B.BSc Nursing .When we look upon their occupation status 82.4 % were working in government hospitals and only 17.6 % were working in private hospitals. Only 35.4 % were married and Majority of them 64.7 % were unmarried. Majority of them (60%)had less than 10 years of practice in the profession and only 40% had more than 10 years of practice in the profession **Fig 2:** Describes data related to preferences of leadership styles it was found that among nursing in charges. Majority of them 55% have preferred to have transformational leadership styles , 15 % of them have preferred to have transactional leadership styles , and only few preferred to have autocratic and democratic learning styles 10% and 1 % respectively. and when we compare the selection of two leadership styles at a time we found that (7%) of them preferred to have autocratic and transactional leadership style together as a leadership styles ,and 7% of them had preferred to have transformational and transactional leadership style together as a leadership style.**Table 3:** Describes the association of demographic variables with leadership style. In proceeding To find out the association of demographic data with leadership style data was analyzed and found that there is no significant association between any of the demographic data with leadership style as the P value is more than 0.05.

The result of the current study taken for comparison says that there is no significant difference between the educational qualification and leadership style. Which tells us that whatever kind of educational level and certification you have it will not affect your kind of leadership style of practice or follow. Because leadership work towards motivating your subordinates to fulfill the set organizational goals.These results argument are for those other researchers, who are indicating that leadership styles don't essentially depends on any social demographic factors. As stated by Burns (1978) that transformational leadership can be a process of

engendering higher levels of motivation and commitment among followers. The main strain is on generating a vision and values of subordinates for creating a way of justice, loyalty and trust.⁽¹³⁾

Conclusion

The findings indicated that questionnaire was an effective strategy in bringing the preferred leadership styles. The structured questionnaire was acceptable and useful method of assessing the preferred leadership styles and can be used in future to identify preferred leadership styles used by Nursing in charges and Also leadership style has no association with the demographic profile.

Conflict of Interest – Nil

Source of Funding- Authors have no financial support to this project. The study was fully funded by authors.

Ethical Clearance – Ethical approval of the study taken from Symbiosis College of nursing ethical committee. Informed consent was taken from the Nursing In charges working in different hospitals of Pune city. Informed the responders regarding the data collection procedure. The collected data was used only for research purpose and kept confidential

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