

Impact of Transformational Leadership on Patient Safety & Outcome– A Systematic Review

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Abstract

Background: Patient safety in healthcare is a worldwide issue. A lot of studies have depicted that nursing leadership has significant impact on patient safety exclusively in the developed world. Leadership and Management in healthcare profession are very important. A good leader can bring about surprising development in the way patient care is rendered. Nursing leaders' amplified focus on their own roles in healthcare system as well as on nursing conditions could decrease adverse patient outcomes and improve patient safety. This study was conducted to understand the Impact of Transformational Leadership on safety of patients.

Methodology: A systematic review using the (PRISMA) Published Guidelines for Reporting Systematic Reviews and Meta-Analyses guidelines was conducted. 121 research articles were reviewed using the key words. They were thoroughly read and understood for being eligible to be included in the systematic review. Finally after a series of review, 06 articles were analyzed, paraphrased and results were reported.

Results: The studies depicted that there was a very strong relationship between workplace implementation and patient safety. Transformational leadership was positively related to nursing unit organization.

Conclusion: Leadership styles play a very important role in enhancing quality in patient safety.

Keywords: Transformational leadership styles, Patient Safety, Patient Outcome.

Introduction

Transformational leadership is a theory of leadership wherein the leader creates an environment that is feasible to work and will improve the output of the committed members of his group. This type of leadership is strongly associated with improved patient care with high-performing teams.^[1-2]

Methodology

A review was conducted using the PRISMA guidelines on patient safety through Transformational leadership.^[3] This research was conducted by reviewing articles through Pubmed and Web of Science databases from January 2015 to April 2020. The variables in this study consisted of the dependent variable patient safety and the independent variable Transformational leadership style. The online search engine was used

in collecting data. Data collected is limited only to English articles and free full-text articles. The search was done in the title and abstract by entering keywords: Transformational leadership, nursing and patient safety. Data analysis using PRISMA Guidelines (Figure 1).^[4-5]

Five major inclusion criteria were adopted:

- Peer-reviewed journal
- Papers published from January 2015 to April 2020
- Cross-sectional and Survey designs were included
- Studies on patient safety



Fig 1: Prisma guidelines

The selected articles were then filtered. The studies with irrelevant titles and unrelated abstracts and study designs like experimental studies and qualitative studies were excluded. All the abstracts and full text articles were read carefully by the authors. At the end, six studies were tabulated based on authors, year of publication, study design, sample size and results. Data were analyzed by using a narrative synthesis of which articles were compared to each other. Then the conclusion was drawn out of the text and discussed critically.

Result

Identification of 121 articles was done by reviewing the title of the articles, and then the reviewed abstracts were reviewed in full text form. Studies were extracted from other irrelevant studies to obtain six studies related to patient safety & outcome and Transformational leadership styles. These six studies were analyzed and reviewed using narrative synthesis with interpretations (Table 1).

Table 1: Systematic Review of impact of transformational leadership on Patient safety and outcome.

SN	Authors/ Years	Study Design	Sample size	Outcome
1.	Ree, E., & Wüig, S. (2020).[6]	Survey	139	Results revealed that the Transformational leadership affects the patient safety in a big way. Patient engagement, perceptions regarding job, demands, and facilities at the workplace influence patient safety predominantly.
2.	Lappalainen, M., Härkänen, M., & Kvist, T. (2019). [7]	Electronic survey	161	Results revealed that there was moderate but statistically significant correlation between Transformational leadership and medication safety and positively affect their perceptions of medication safety.
3.	Liukka, M., Hupli, M., & Turunen, H. (2018).[8]	Survey	11	Patient centered care, skills to reduce undue mishaps, constructive discussion and pro-activeness in patient safety are very important for the nurse managers.
4.	Boamah, S. A., et al (2018) [9]	cross-sectional survey	378	The results revealed that Transformational leadership eventually increased the job satisfaction and gave patients a safe environment.
5.	Merrill, K. C. (2015).[10]	descriptive correlational study	41	Results revealed that Transformational leadership style established a positive association with patient safety climate.
6.	McFadden, K. L., et al (2015). [11]	Survey	204	The results depicted the importance of using quality indicators to efficiently improve the quality and patient safety climate to improve patient safety outcomes.

Based on these six studies, it is clear that, Transformational leadership is associated with behavior of the worker in any healthcare organization.^[12] An appropriate practicing atmosphere is utmost essential to improve the patient’s care.^[13]

Discussion

Studies assessed the impact of leadership styles in healthcare Industry were neglected, while a few studies have adopted qualitative approach. One of the studies portrayed that Transformational leadership style established a positive contributor to patient safety climate.^[14-16]

Since the period of review was very small we could get few studies that spoke about adverse effects of particular leadership styles on patient outcome. That never stopped the researcher to explore more

studies. Few studies reported that the administrators must look into the need for a change in the Health care administrators need to consider change of policies to make better environment that will build leaders. This not only creates new leaders but also can improve the structure of patient safety gimmicks.

Conclusion

Health care organizations need to provide regular training to develop skills, build capacities & organizational culture. The transformational leadership of a good head nurse will have a 6.2 times chance to implement a good safety environment. It needs an awareness of the head as a first-line nursing manager in improving knowledge and skills of her team supported by the Director of the Hospital and the nursing fraternity through defensible and regular mentoring/in-house

training sessions.

Conflict of Interest - Nil

Source of Finding - Self

Ethical Clearance- Study was approved at Institute Research Committee. Informed concerned from each sample been taken for the study.

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