

Knowledge and concept of leadership among nurses working in Elmek Nimer University Hospital 2012 – Shendi - Sudan

**Part -1 (Medical Science)
Chapter-I
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Abstract:

This study was done in Sudan in river Nile state in Shendi locality at El Mek Nimer University Hospital to evaluation Nursing Conception about leadership during the period from April to May 2012.

The study includes 60 nurses which selected randomly and the data was collected by questionnaire which compost of 24 questions and the data analyzed by simple manual method and presented in tables and figures.

This study showed about only 10% of the nurses are not know the important of the leadership while majority (90%) of nurses are knows important of the leadership. but more than half of nurses have poor knowledge of details about the important, characterize of good leadership and quality of leadership which reflect the disinterest of nurses in the leadership rules and responsibility so that lead the nurse non-qualifiers for leadership later. The study also represent that, less than 5% of the nurses were knowledgeable about each types of style advantage and disadvantage, but more than half of study population have poor knowledge of each types of style, either its advantage or disadvantage this is because their focus is only learning as a part of nursing administration curriculum but they don't apply it , So, in the future nurses may have no role to advance and create the work.

The most important recommendations of this study were, all nurses who working in El Mek Nimer Hospital should be get additional course and training on management and leadership, and Giving the nurses motivation about leadership and its important.

KEYWORDS: Leadership - Nurse - Nursing – concept- knowledge

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BACKGROUND

Leadership is a complex phenomenon that takes place in social contexts in which groups of people work towards the attainment of a particular goal or set of goals. The phenomenon has been the subject of academic study since the latter half of the 20th century, resulting in a myriad of theories about leadership style and approaches, and about effective leadership and its development (**National Nursing and Midwifery Clinical Leadership Development,2009**) .

Leadership is process by which executive can direct, guide and work of other towards accomplishment of a specific goal in given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal, also known as potential to influence behavior of other, it is also define capacity to influence group towards the realization of goal. (**Ricchard .Daft, 2008**). Leadership is traditionally related to spatial position in an organization of some kind-formal or formal. Leadership as the active under taken by someone whose position on vertical and usually formal, hierarchy provides them with the resources to lead (**keith grint 2010**).

Leadership occurs whenever one person attempts to influence the behavior of an individual or group-up, down, or sideways in the organization-regardless of the reason. It may be for personal goals or for the goals of others, and these goals may or may not be congruent with organizational goals. Leadership is influence (**Hersey & Campbell, 2004**). Leadership is an important function of management which the helps to maximize efficiency and to achieve organizational goal (**Ricchard I.Daft ,2008**). Effective nurse leaders are those who engage others to work together effectively in pursuit of a shared goal. Examples of shared goals are providing excellent client care, designing a cost saving procedure, and challenging the ethics of a new policy.

Objectives :

The main objective of this study evaluation of nurses knowledge and conception about leadership.

Specific objective:

- To identify nurses knowledge about leadership.
- To determine the impact of the leadership style on staff behavior.
- To clarify nurses knowledge regarding leadership and management.

Material and Methodology

Study design:

This study was descriptive cross sectional study, hospital based research done at El Mek Nimer University Hospital to evaluate the nursing conception about leadership from the period extended from March to May 2012.

Study Area:

The research is done in Sudan in the River Nile State, Shendi locality, which is located about 172 Km north of the capital Khartoum. The population is about 65 thousand living in more than 38 blocks; the locality is considered a center of Galleen tribe as well other tribes like Shaigia, Hassania. The majority of population profession is farming.

Shendi has three big Hospital, Shendi teaching Hospital, the Military Hospital and El Mek Nimer University hospital. All these hospitals have different department which provide good health services.

Setting

El Mek Nimer University Hospital was established in the year 2002 and includes different department, Medicine, Surgery, Pediatrics and obstetrical department, CCU, ICU, ENT, Ophthalmic and dental unit, Radiation, Endoscopy, Dialysis, Blood Bank, Laboratory, Pharmacies and Referred Clinic.

Study population:

This study includes all nurses working in El mek Nimer university hospital.

Included criteria: -Nurses' with bachelor and master degree.

Excluded criteria:

- Nurses with diploma degree.

Sampling and sampling technique:

Non probability purposive sampling technique. Sixty nurses were selected during the three shifts.

Data Collection Tools:

Standard interview closed ended questionnaire which designed by the researcher to full fill the purpose of study. This composed of twenty four questions. From (1-4) about

Personal data, and questions from (4-24) about nurses concept regarding leadership.

Data Collection Technique:

Data was collected during three days in the hospital during the three shifts, every participant filled questionnaire by him/her self, every questionnaire takes from (5 -10)minutes

Data Analysis Technique:

The data was analysis manually by using the simple statistical method and presented in tables and figures.

Ethical Consideration:

Permission has been taken from original director of the hospital, from the head nurse of the unit and the purpose of the study was explained to each respondent.

Results

Tables (1) Distribution of the study population according to gender

| Gender | Frequency(N= 60) | Percentage % |
|--------|------------------|--------------|
| Male | 9 | 15% |
| Femal | 51 | 85% |
| Total | 60 | 100% |

This showed that majority (85%) of nurses are female but only 15%.are males

Table (2) Academic qualification of study group

| Academic qualification | Frequency N= 60 | Percentage |
|------------------------|-----------------|------------|
| Bachelor | 56 | 93.3% |
| Master degree | 4 | 6.7% |
| Total | 60 | 100% |

This table showed that 93.3% academic qualifications of the nurses are Bachelor while 6.7% with master degree.

Tables (3) experience of the study group

| Experience | Frequency N= 60 | Percentage % |
|-------------------|-----------------|--------------|
| 1-2 years | 33 | 55% |
| 2-5 years | 20 | 33.3% |
| More than 5 years | 7 | 11.7% |
| Total | 60 | 100% |

Table(4) Nurses knowledge about importance, character of leader ship

| Nurses knowledge | Level of knowledge | | | | | | | |
|------------------|--------------------|------------|------------------------|------------|---------------------------|------------|----------------|------------|
| | Knowledgeable | | Satisfaction knowledge | | Un Satisfaction knowledge | | Poor knowledge | |
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| Importance | 11 | 20.3% | 6 | 11.1% | 9 | 16.7% | 28 | 51.9% |
| character | 3 | 5% | 7 | 11% | 11 | 18% | 39 | 65% |

Table (5) Number of the leadership styles in nursing leadership

| Leadership styles | Frequency N= 60 | Percentage % |
|-------------------|-----------------|--------------|
| One | 16 | 26.6% |
| Two | 10 | 16.7% |
| Three | 31 | 51.7% |
| Other | 3 | 5% |
| Total | 60 | 100% |

Tables (6) Nurses’ knowledge regarding types of the leadership styles.

| Types of the leadership | Frequency N= 60 | Percentage % |
|-------------------------|-----------------|--------------|
| Autocratic | 28 | 28.3% |
| Democratic | 42 | 42.4% |
| Laissez fair | 29 | 29.3% |
| Total | 99 | 100% |

Tables (7) Nurse’s knowledge about the advantage of leadership style

| leadership style | Level of knowledge | | | | | | | |
|------------------|--------------------|------------|------------------------|------------|-----------------|------------|----------------|------------|
| | Knowledgeable | | Satisfaction knowledge | | Un Satisfaction | | Poor knowledge | |
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| democratic | 4 | 6.7% | 9 | 18.3% | 11 | 15% | 32 | 53.3% |
| Laissez fair | 0 | 0.00% | 10 | 16.7% | 11 | 18.3% | 39 | 65% |

Tables (8) nurse’s knowledge about the disadvantage of leadership style

| Leadership style | Level of knowledge | | | | | | | |
|------------------|--------------------|----------|------------------------|-----------|-----------------|---------|----------------|----------|
| | Knowledgeable | | Satisfaction knowledge | | Un Satisfaction | | Poor knowledge | |
| | Frequen | Percenta | Frequency | Percentag | Frequency | Percent | Frequency | Percenta |
| Laissez fair | 9 | 15% | 6 | 10% | 9 | 15% | 36 | 60% |
| Autocratic | 2 | 3.3% | 2 | 3.3% | 10 | 16.7% | 46 | 76.7% |

Table (9) Nurses knowledge about Leadership is uses

| Leadership uses | Frequency N= 60 | Percentage % |
|---------------------------|-----------------|--------------|
| Knowledgeable | 1 | 1% |
| Satisfaction knowledge | 9 | 15% |
| un Satisfaction knowledge | 10 | 16.7% |
| Poor knowledge | 40 | 66.7% |
| Total | 60 | 100% |

Tables (10) Nurse’s knowledge about Dimension of communication between leadership and employees

| Dimension of communication | Frequency N= 60 | Percentage % |
|----------------------------|--------------------|-----------------|
| Knowledgeable | 5 | 8.3% |
| Satisfaction knowledge | 6 | 10% |
| un Satisfaction knowledge | 7 | 11.7% |
| Poor knowledge | 42 | 70% |
| Total | 60 | 100% |

Figure (1) Nurse’s knowledge about Benefits of good communication between leadership and employees

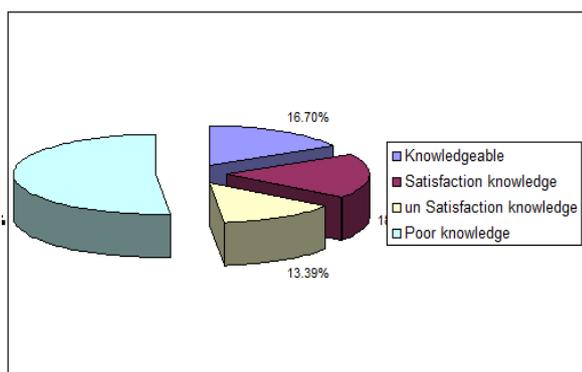


Figure (2) Nurse’s knowledge about Quality of the leadership

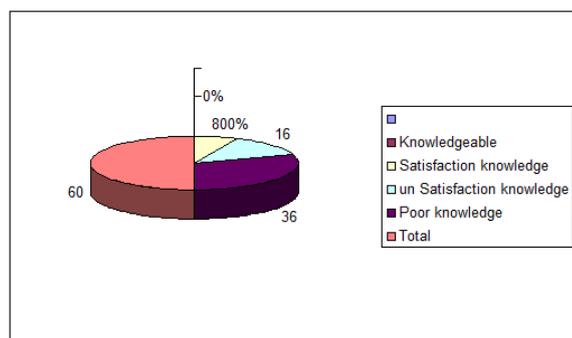
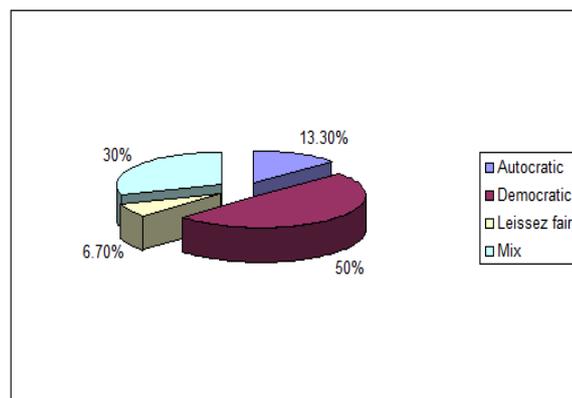
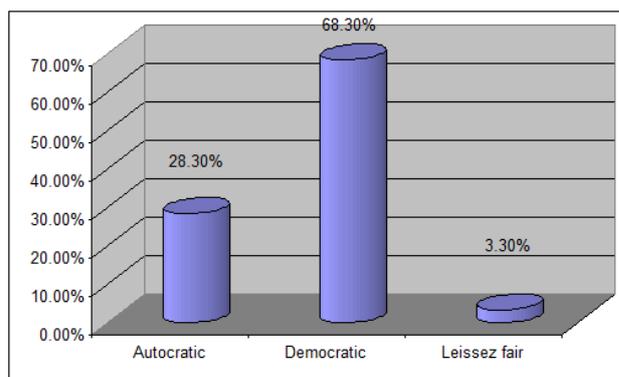


Figure (3) The best leadership style utilized by study group



Tables (4) Nurse’s knowledge about the impact leadership styles on the performance



Discussion:

Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. The majority of the study group's education level is bachelor and more than half has experience between one to two years, indicating that the nurses have less experience and lack of past experience.

The study showed that the majority of the nurses (90%) know the importance of leadership, but more than half of the nurses have poor knowledge of details about the importance, characteristics of good leadership, and quality of leadership, which reflects the disinterest of nurses in leadership rules and responsibilities, so that leads to the nurse non-qualifiers for leadership later. Moreover, the study reveals that about only 1% of the nurses are knowledgeable of leader uses, while more than half of the nurses believe that the democratic style of leadership is the best style, and on the other hand, some nurses said the impact of their performance usually depends on the democratic style, which is a good indicator regarding their concept which helps the nurses to perform their duties independently and get responsibility for their own duties.

In addition to that, the study also represents that less than 5% of the nurses are knowledgeable of each type of style advantage and disadvantage, but more than half of the study population has poor knowledge of each type of style, either its advantage or disadvantage. This is because their focus is only learning as a part of the nursing administration curriculum, but they don't apply it as a future that leads nurses to have no role to advance and create the work. This is consistent with **Amany Ahmed Abdrbo, 2012**; which indicated that assessment of leadership behaviors is a need in nursing education. Factors associated with leadership development among nursing students need more elaboration and exploration.

The research showed that only 1% of the nurses were knowledgeable of leader uses, while 66% of the nurses have poor knowledge of their leadership, they believe that the nurse director is the only one who must be a leader that leads their nurses' duties, but they don't understand they can lead themselves and their patients.

The study also represented that , one third (33.3%) of the nurses cannot differentiate between management and leadership although mostly cannot described in details , about 8.3% of study population have a knowledge a about dimension of communication while 70% have a poor knowledge as well as 16.3% of study group are knowledgeable about benefit of communication where more the half of them are poorly knowledgeable because of their less experience .

Conclusion

This study concludes that, most of nursing enrolled on this study were have poor knowledge in the conception of the leadership, important, quality, characterize of good leadership and advantage and disadvantage of the leadership style. Also they weren't differentiate between leadership and management.

Recommendation

The hospital managers and other employee of health workers should be keeping on going to utilize a proper leadership in order to improve quality of nursing care outcome, the researcher is recommended the following:

- All nurses who working in El Mek Nimer Hospital should be get additional course and training for leadership.
- Giving the nurses motivation about leadership and its important.
- The Nurse Director must providing advices that the nurse will be lead later.

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