

Title: Effect of Leadership Styles on Nurses' Commitment towards Organization and Job Satisfaction in Hospitals of Dubai.

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Nurses are the largest employee force and the first professional that comes in contact with patients, who are the most valuable customers of this industry. This research analyzed the current leadership styles (LS) among nurse leaders and evaluates their effect on the nurses' organizational commitment (OC) and job satisfaction (JS) in one multispeciality hospital of Dubai, from the public sector. The study used exploratory, descriptive and empirical methods to collect data via two standardized questionnaires from 321 nurse leaders and 380 nurses. Most of the nurse leaders (97.9%) used moderate levels of leadership styles. The study found significant difference in the LS among Nurse Leaders from different region, no significant difference in leaders' LS with their job titles, no difference in the total LS used in the different wards supervised by a single Nurse Supervisor (p=0.608). The study found a low reverse correlation was seen between the total LS and OC levels among nurses (r = -0.074) and Regression analysis showed p value of 0.221. Leadership styles accounted only for 6% of variations in job satisfaction among nurses (r = -0.061) and the regression value p=0.704 supported there was no significant relationship between leaders' LS and their nurses' JS. Collectively, 94.2% (358 among 380 nurses) verbalized moderate commitment levels towards organization. 204 out of 380 nurses (53%) favored high levels of job satisfaction. There was a clear pattern seen with regard to years of experience. The study recommended empowering nurses with the right knowledge, skill & attitude to practice leadership.

Biography

Dr Sonia has been in leader roles as Afterhours Supervisor and later as Charge Nurse for Pediatric Oncology/Hematology in Dubai Hospital. She completed her PhD in Nursing management and been a Gold medalist.
She has has extensive background in Cardiovascular & Surgical Critical Care with expertise in adult & pediatric patients. Sonia has been an AHA instructor for lifesaving courses.
Her interests in education started by introducing 'Safe lifting & Patient handling' among her colleagues in SICU, went on in facilitating many training & research in several clinical areas in Dubai hospital. She is an author of several publications.

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