The Relationship between Transformational Leadership Style and Nurses' Job Satisfaction.

Abstract

This systematised review critically examines the contribution of Transformational Leadership (TL) to the job satisfaction of nurses. The objectives of the research were to critically explore the influence of individual consideration and Intellectual Stimulation (IS) on the job satisfaction of nurses. Although a number of previous studies have examined the relationship between TL and nurses' job satisfaction, no systematised review of this area has been undertaken since 2008. The present study was therefore conducted to fill this gap in the research.

Three databases were searched for this study, reviewed eight relevant studies representing the world's major continents, including North America, Asia, Africa and the Middle East. All eight studies used correlational research design (one including three focus group discussions), while all were found to be of high quality based on the CASP framework. The overall conclusion of this review is confirmation of a significant correlation between TL and nurses' job satisfaction, suggesting that TL makes a positive contribution towards job satisfaction. Similarly, three of the eight studies found that both IS and individual consideration can contribute in a positive manner towards nurses' job satisfaction. However, this finding is limited to three studies, resulting in the need for further research to gain improved insights into the effectiveness of these two components in relation to job satisfaction.

Keywords: Leadership style, transformational leadership, nurses, job satisfaction, intellectual stimulation, individual consideration.