

The Impact of Nurse-Physician Interprofessional Relationship on Nurses' Willingness to Engage in Leadership Roles



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Background and Significance



- Nursing leadership: An Important Driver of Quality
- Call to recruit nurse leaders at every level
- Recruitment has become a critical public issue
- Low interest/unwillingness to lead

Gaps in Knowledge



Studies that have examined factors influencing nurses' willingness to lead are limited

Studies focusing on the role of situational factors are limited

less is known about the association between nurse-physician relationship and nurses' willingness to lead

Study Aims



- Aim 1: Assess the level of nurses' willingness to lead
- Aim 2: Quantify the influence of nurse-physician interprofessional relationship on nurses' willingness to lead.

Nurses' Willingness to Lead Framework

Personal Factors

Demographic factors
Career motivation factors

Situational Factors

Leadership development opportunities
Work environment

Hygiene maintenance factors

Motivator factors

- Nurse-to-patient ratio
- Staffing and resource adequacy
- Foundation for quality care
- Manager leadership and support
- Participation in hospital affairs
- **Nurse-physician relations**

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Research Design and Methods



- Design
 - A cross-sectional descriptive design
- Setting
 - A public hospital at the Sultanate of Oman
 - A medical institution that provides tertiary medical care
 - 26 units

Research Design and Methods



- Sample and Sampling
 - 171 staff nurses using convenience sampling method
 - Inclusion criteria: (1) willing and able to provide written informed consent, (2) providing direct patient care.
 - Exclusion criteria: less than one year of experience at the time of survey.

Study Variables and Measurement

Variable	Data Collection Instrument
Willingness to lead	<ol style="list-style-type: none">1. “How likely are you to want to advance in traditional leadership roles within your organization?”2. “How likely are you to seek out opportunities to engage in leadership?”
Nurse-physician relationship	Practice Environment Scale of the Nursing Work Index (PES-NWI)

Results – Sample Descriptive Statistics

Table 1: Participants' Socio-Demographics (N = 171)

	mean±SD or n(%)
Age (years)	34.5 ± 7.1
Female gender	161 (95.2)
Omani citizen	48 (28.1)
Level of Education	
Diploma	90 (52.6)
BSN	74 (43.3)
MSN	7 (4.1)
Experience in nursing	11.8 ± 6.5
7 or less	46 (26.9)
8 - 10	44 (25.7)
11 - 15	45 (26.3)
16 or more	36 (21.1)

Study Results



- Aim 1:

Willingness to lead: 70%

- Aim 2:

Inter-professional relationship: mean = 2.7, SD \pm 0.8

Multilevel: greater perception of IP relationship associated with greater willingness to lead ($\beta = 0.29 \pm 0.13$; $p = 0.02$).

Discussion



- The large proportion of willingness to lead is promising
- Nurse-Physician Relationships
 - Mechanism: Herzberg's motivation theory
 - Interpersonal relations can enhance job satisfaction and work attitude
 - Inter-professional collaborative activities

Research Implications



- The first to examine nurses' willingness to lead in Sultanate of Oman
- The first to account for the nesting effect
- Provide a greater understanding of the significant influence of interprofessional collaboration on nurses' willingness to lead

Clinical Implications



- Advance knowledge in how to identify, recruit, and retain emerging nurse leaders in leadership roles
- Recruitment and Retention
 - It sheds the light on the importance of modifiable work environment characteristics to enhance nurse leaders' retention
 - Nursing unit teams

Limitations of the Study



- Cross-sectional
- Single-public hospital
- Other important variables:
 - Leadership style of unit leader

Conclusion



- Recruitment of future leaders should not be based solely on nurse demographics. Rather, recruiters should focus on creating more favorable work environments to lead.

Thank you & Questions

