To be initiative or not to be!

Predictors of initiative behavior among psychiatric nurses

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Introduction

- Innovation - a critical capability of all healthcare organizations, which continuously renew their services, processes and organizational structures
- Personal Initiative (PI) - a work behavior characterized by its self-starting nature, by its proactive approach, and by being persistent in overcoming challenges in goal achievement
- PI is positively associated with innovative organizational climate and professional performance
- We did not find any empirical studies about mental health nurses' PI

The purpose of the present study was to identify the degree of Personal Initiative among hospital-based mental health nurses and to examine the influence of personal and organizational characteristics on their Personal Initiative.

Sample

97 hospital mental health nurses. 60.4% – women; average age - 46.14±9.97; 8.4% - licensed practical nurses, 32.6% - registered nurses, 42.1% with a BA degree, and 16.8% with MA degree; 96.9% worked full-time; working experience in nursing - 18.97±10.85 years

Tools & Procedure

- A structured self-administered questionnaire
- Sections: (1) personal initiative, (2) work climate promoting initiatives, (3) actual initiative at work, (4) self-efficacy towards initiatives and innovations, (5) nursing work environment, and (6) demographic data
- Cronbach's alpha scores between .70-.85

Procedure: A cross-sectional correlative design | A pilot study (N=12) | Distribution to 115 of all 175 nurses in the hospital (response 84.35%) | Informed consent | about 15 minutes to complete

Results

Table 1: Correlations between the study variables, Person r (n=97)

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<tr>
<th>Research variables</th>
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<tbody>
<tr>
<td>1. Self-efficacy towards initiatives</td>
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<td>2. Nursing work environment</td>
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<td>3. Actual initiative at work</td>
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<td>4. Work climate promoting initiatives</td>
<td>.22*</td>
<td>.45**</td>
<td>.27**</td>
<td>.27**</td>
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<td>5. Personal initiative (PI)</td>
<td>.71**</td>
<td>.16</td>
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- Significant differences in actual initiative at work according to the level of nurses' education
- Self-efficacy (t=2.93, p=.004), work climate promoting initiative (t=2.33, p=.02) and age (t=2.19, p=.03) explained 30% (R²=.304) of actual initiative behavior at work

Discussion

Investing in young nurses, fostering and supporting higher education, and creating work environment that promotes motivation, commitment and involvement can help in conversion of innovative vision and creative ideas into actual initiatives and better organizational outcomes