

Transformational Leadership and Staff Nurses' Intent to Stay



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Purpose

The aim of this study is to examine the relationship between transformational leadership and retention.

Method

Published research articles between 2000 and 2015 that examined transformational leadership and staff nurses' intent to stay were selected from 6 electronic databases, including the EMBASE, ERIC, PSYCHINFO, SCOPUS, MEDLINE (OVID), and Academic Search Complete.

Transformational Leadership

Transformational leaders are known to increase followers' confidence to perform beyond what they originally expected. Transformational leadership inspires followers to work towards a shared vision; provides them with relevant resources to accomplish their duties and develops their personal potential.

Transformational:

- Idealized Influence
- Inspirational Motivation
- Intellectual stimulation
- Individualized consideration

Transactional:

- Contingent Reward
(Constructive Transactions)
- Management by-Exception
Active and Passive (Corrective
Transactions)

Laissez-fair:

- Non-leadership

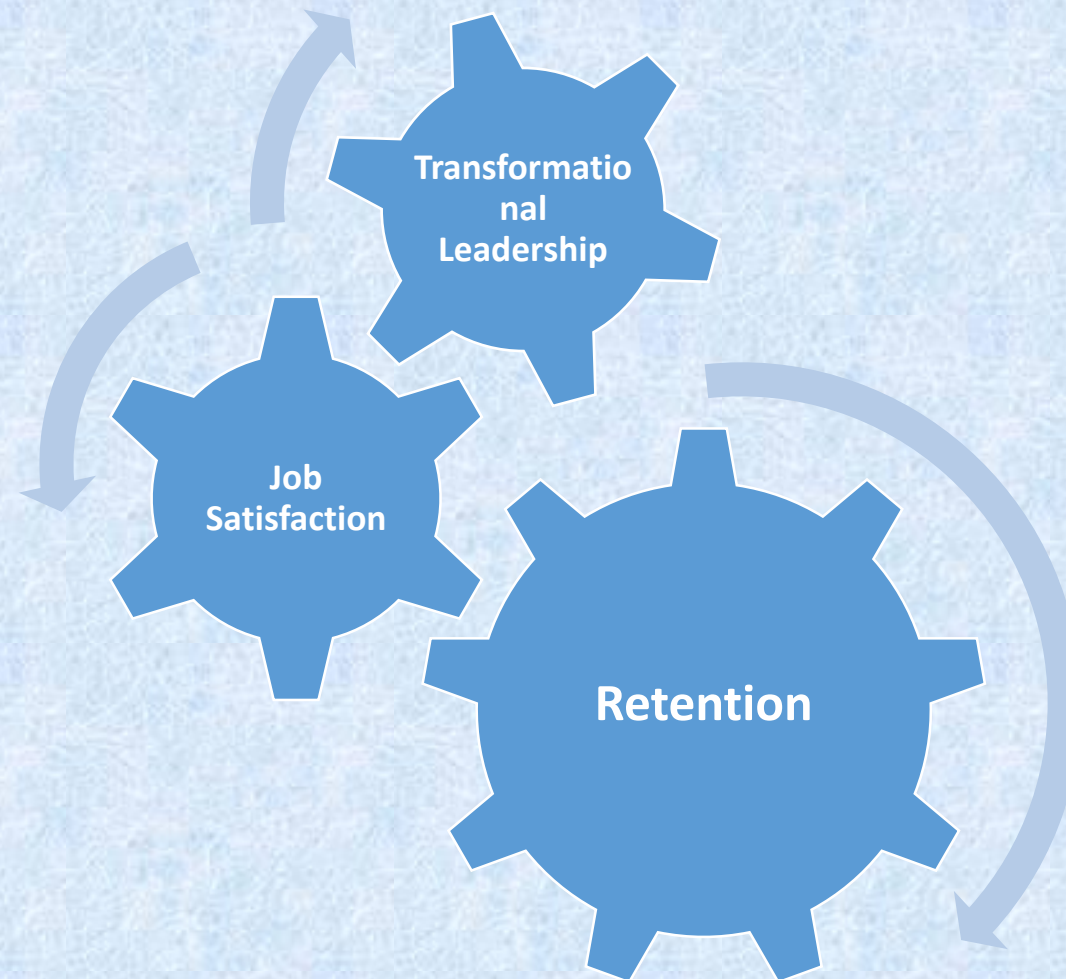
Findings

Transformational Leadership and Retention

Findings

Leadership Behaviours and Retention

Job Satisfaction



Limitations of the Transformational Model

1. The two-dimensional nature of leadership

Limitations of the Transformational Model

2. While transformational leaders can be expected to act with integrity and demonstrate behaviors aligned with their vision, these do not guarantee that they will act in an unethical manner or focus on personal interests

Limitations of the Transformational Model

3. limited research on the avoidance leadership approaches

Limitations of the Transformational Model

4. Gender and cultural considerations may also be lacking in the transformational leadership theory.

Limitations of the Transformational Model

5. Many studies focus on examining transformational leadership and work-related outcomes based on data gathered from the same subjects and at the same point in time.

Focusing on leader self-reports and perceptions of followers, it may be more practical for future studies to consider evaluating the extent of actual leadership behaviors

Conclusion

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Thank you