

A descriptive study to assess the relationship between leadership readiness and empowerment among nursing students studying in a selected Nursing college at Ernakulam district.

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ABSTRACT: A descriptive correlational research design was undertaken to evaluate the relationship between leadership readiness and empowerment among nursing students studying in a selected nursing College at Ernakulam district. The objectives were to determine the level of leadership readiness and empowerment among nursing students and to evaluate the correlation between leadership readiness and empowerment among nursing students. Also, to find association between pre-test leadership readiness score and selected demographic variables and pre – test empowerment score and selected demographic variables.

METHODS - The research approach adopted for this study was quantitative type and the research design was descriptive correlational design. This study was conducted among 40 IV Year B.Sc. Nursing students in a selected College at Ernakulam district based on inclusion criteria using consecutive sampling technique. The data for the study was collected by modified standardized tools for leadership readiness and empowerment after obtaining a formal permission from the authors of the tool. The data were analyzed and interpreted by descriptive and inferential statistics.

RESULTS - Among the demographic variables, majority of the samples 65% (26) belonged to the age of 22 years were females 100 % (40) and majority of them belonged to nuclear family 92.5 % (37). 70% (28) of them were from urban area and most 60% (24) of their family income was in the range between Rs.10,000-50,000. In the case of their parents' educational status both of them 50% (20) respectively had bachelor's degree. 60% (24) of the samples had previous exposure to educational programmes related to empowerment and leadership and 67.5% of them were interested to become leaders and 92.5% (37) of them had previous experience as a leader.

The leadership readiness score was; only 2.5% (1) belonged to the category of great leader, 5% (6) were good leaders, 10% (4) of the samples belonged to emerging leader category, 22.5% (9) were bursting with potential and 50% (20) of the samples needed growth in their leadership readiness.

The level of empowerment score was, more than 55% (22) of the samples had high level of empowerment, 40% (16) of them had moderate level of empowerment and 5% (2) had low level of empowerment.

The mean value of the samples on leadership readiness was 58.27 and empowerment was 29.6. The standard deviation of leadership readiness was 18.81 and empowerment was 6.96. The Correlation co-efficient 'r' between leadership and empowerment was 0.32. Hence there was a moderately positive correlation between leadership readiness and empowerment among the samples. So, the selected hypothesis H₁ was accepted and H₀ was rejected.

There was association between empowerment and leadership readiness with demographic variables such as area of residence (3.84 and 3.84 respectively).

INTERPRETATION AND CONCLUSION

The result revealed that it was necessary to empower nursing students by improving their leadership skills. Creating more opportunities to explicit leadership qualities during their student life would enhance their ability to face challenges in future.

Key words: Assess, empowerment, leadership readiness, nursing students, relationship.

1. INTRODUCTION:

Leadership is the art of motivating a group of people to act toward achieving a common objective and empowerment is one of the results happening through effective leadership skills. A team without a leader is like a ship without a captain. Numerous studies have been conducted to measure the level of empowerment among the nurses. A study was conducted in Southern Brazil to measure the level of empowerment of nurses working in University Hospital. The research showed that nurses have a moderate level of empowerment. A nurse is a central theme of a hospital who handles everything in a hospital. So, it is very much important to develop highly motivated and qualified nurses as well as nursing students¹.

A well-built nurse comes from a capacitated student. If proactive and enthusiastic nursing students are born, professionally qualified, mentally built and socially responsible nurses will be born.

The powerful strategies to empower students are choice, reflection, students as teacher, self-assessment and student voice. Choice—offer students to make choices; let them be their own guides, true learning occurs through mistakes and correction of them. Reflection- students need to be allowed time to process their learning retention, it allows for closure of situation, conversation, or lesson, empowering students to make sense of their learning. Students as teachers – by allowing students to teach, the learning platform is enlarged, teaching empowers students to demonstrate and share knowledge, deepening their own understanding. Self – assessment – student’s growth ascends when given opportunities to self-assess their own progress towards specific goals, students clearly understanding their own strengths and challenges is empowering. Student voice – using student’s ideas into account for lesson planning and instructional strategies can prove beneficial².

Hence, learning about student empowerment, before taking action can do a lot to improve student’s experience with this approach. Studying about empowerment and leadership readiness is needed now in our profession. It will provide a baseline data about how much our upcoming nurses are able to make their own decisions and choices, how they face a problem and find remedies for it and how they will be able to perform their duties.

2. REVIEW OF LITERATURE

A descriptive study conducted at Oman examined the relationship between 185 student nurse’s characteristics, structural empowerment and psychological empowerment. Samples were selected by using systematic sampling technique. The result showed that students who were involved in school organizations had higher scores for the dimensions of meaning, competence and impact.⁵

An exploratory study was conducted in Ireland to find out the factors that enhance or inhibit empowerment development during the clinical placement of 45 final year under graduate nursing students. Samples were selected by using convenient sampling technique. The study found that nursing students were being empowered while on clinical placement and if unrest and incivility within the clinical learning environment were challenged, these behaviors will continue to prevent the growth of empowerment among nursing students⁶.

A descriptive study conducted in Turkey among 154 nursing students to determine nursing student’s leadership and emotional intelligence. Data were collected through questionnaire method and results indicated that there was a significant relationship between emotional intelligence and task-oriented leadership. Researcher recommended to develop strategies for improving nursing students people oriented leadership skills⁷.

3. NEED FOR THE STUDY

Nursing is a rewarding and satisfying profession. However, there are many problems faced by nurses. The Indian health care always needs competent and dynamic nurses. It is clear that many of the problems faced by the nurses can be resolved by dealing with certain dilemmas faced by them. Lack of empowerment is one such dilemma. Nurses are facing a number of problems such as stress caused due to workload, low salary, work pressure etc. These problems can only be discussed if nurses have the capability to raise their own voices. An empowered nurse can take necessary steps which are needed to make changes in their employment.

While thinking about the factors that help the students to be more active, it was found leadership skills are prominent in providing confidence. Even though a student gets so much chance to exhibit his/her leadership skills, only a few takes the task. There are only very little studies published related to the relationship between leadership readiness and empowerment.

A study was conducted in Pennsylvania among 125 full -time nursing faculty to examine leadership readiness and empowerment. The findings revealed that there was a moderate, positive correlation between leadership readiness and empowerment³.

From the above facts it is believed that there is a need to find out how leadership readiness empowers a nursing student. Student life of a nurse has a complex role in building their career. Changes should be made right from the beginning. According to WHO, India produces 60,000 nurses per year. These students mark the future face of health care⁴.

From these statistics, it is clear that the need of the hour is to build an empowered nursing community. Leadership readiness is considered as the element that simultaneously grows and motivates an individual. Thus, the researcher found it was necessary to assess the relationship between leadership readiness and empowerment among the nursing students.

4. STATEMENT OF THE PROBLEM

A descriptive study to assess the relationship between leadership readiness and empowerment among nursing students studying in a selected nursing college at Ernakulam district.

4.1 OBJECTIVES

- 1) To assess the leadership readiness of nursing students in a selected nursing college at Ernakulam district.
- 2) To assess the empowerment of nursing students in a selected nursing college at Ernakulam district.
- 3) To find out the correlation between leadership readiness and empowerment among nursing students studying in a selected nursing college at Ernakulam district.
- 4) To find out the association between leadership readiness and selected demographic variables of nursing students studying in a selected nursing college at Ernakulam district.
- 5) To find out the association between empowerment and selected demographic variables of nursing students studying in a selected nursing college at Ernakulam district.

4.2 HYPOTHESES (At 0.05 level of significance)

- 1) H₁: There will be a significant correlation between the leadership readiness and empowerment among nursing students in a selected nursing college at Ernakulam district.
- 2) H₂: There will be a significant association between leadership readiness and selected demographic variables among nursing students in a selected nursing college at Ernakulam district.
- 3) H₃: There will be a significant association between empowerment and selected demographic variables among nursing students in a selected nursing college at Ernakulam district.

5. MATERIALS AND METHODS

The research approach adopted for this study was quantitative type and the research design was descriptive correlational design. This study was conducted in a selected Nursing College at Ernakulam, District, among 40 IV Year B.Sc. Nursing students. The samples were selected on the basis of inclusion criteria by using consecutive sampling technique. The investigator introduced them and developed rapport with the subject. The investigator explained purpose of the study and obtained written informed consent from the subject prior to the study, leadership readiness and empowerment were assessed with the help of modified standardized tools after obtaining permission from the authors John C. Maxwell and G.M. Speitzer respectively. Each subject was given 30 minutes for completing the tool.

6. ANALYSIS

The data was presented in the form of table and figures.

SECTION 1

DISTRIBUTION OF DEMOGRAPHIC VARIABLES AMONG PARTICIPANTS

Among the samples, majority of the samples 65% (26) belonged to the age of 22 years were females 100% (40) and majority of them belonged to nuclear family 92.5% (37). 70% (28) of the samples are from urban area and most 60% (24) of their family income is in the range between Rs.10,000-50,000. In the case of their parents educational status both of them respectively have bachelor's degree 50% (20). 60% (24) of the samples had previous exposure to educational programme related to empowerment and leadership and 67.5% of them were interested to become leaders and 92.5% (37) of them had previous experience as a leader.

SECTION II

LEADERSHIP READINESS OF SAMPLES

Table 1: Leadership Readiness of samples.

N=40

LEADERSHIP READINESS	FREQUENCY	PERCENTAGE
Great leader	1	2.5%
Good leader	6	15%
Emerging leader	4	10%
Bursting with potential	9	22.5%
Needs growth	20	50%

Table 1, shows that leadership readiness of the samples were only 2.5% (1) belonged to the category of great leader, 5% (6) were good leaders, 10% (4) of the samples belonged to emerging leader category, 22.5% (9) were bursting with potential and 50% (20) of the samples needed growth in their leadership readiness.

SECTION III

EMPOWERMENT LEVEL OF SAMPLES

N= 40

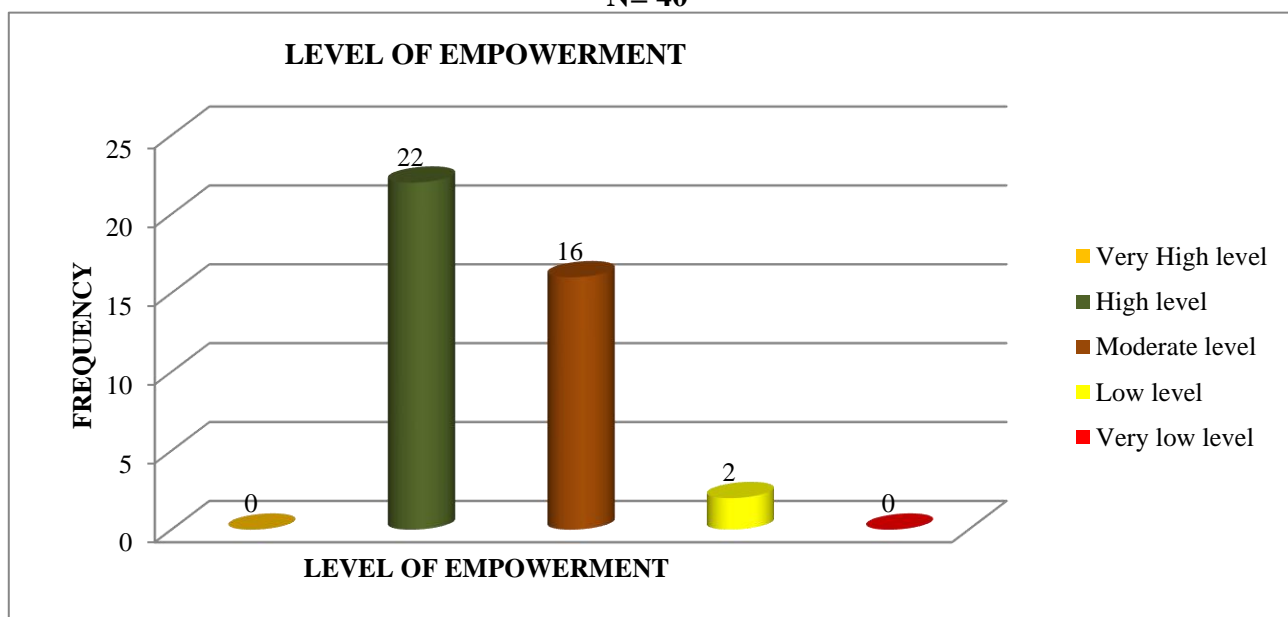


Figure 1: Level of empowerment

From the Figure 1; The level of empowerment score was, more than 55% (22) of the samples had high level of empowerment, 40% (16) of them had moderate level of empowerment and 5% (2) had low level of empowerment.

SECTION IV

CORRELATION BETWEEN LEADERSHIP READINESS AND EMPOWERMENT:

Table 2: Correlation between leadership readiness and empowerment.

	MEAN	SD	CORRELATION
Leadership readiness	58.27	18.81	0.32
Empowerment	29.6	6.96	

The above table 2 shows that the mean value of the samples on leadership readiness was 58.27 and empowerment was 29.6. The standard deviation of leadership readiness was 18.81 and empowerment is 6.96. The Correlation co-efficient 'r' between leadership and empowerment was 0.32. Hence there was a moderately positive correlation between leadership readiness and empowerment among the samples. So, the selected hypothesis H1 was accepted and H₀ was rejected.

SECTION V

ASSOCIATION OF EMPOWERMENT AND LEADERSHIP READINESS WITH SELECTED DEMOGRAPHIC VARIABLES

There is association between empowerment and leadership readiness with demographic variables such as area of residence (3.84 and 3.84 respectively).

7. IMPLICATIONS OF THE STUDY:

Nursing Education: Nursing educational institution can play a major role in creating opportunities for the students to explicit their leadership qualities and also to create knowledge and awareness regarding the need of empowerment in nursing profession.

Nursing Administration: Nurse Administrators should periodically assess the opportunities of nurses to utilize their leadership skills and should organize refreshing classes to teach them regarding the need of empowerment in their profession.

Nursing research: There is a need for extended and intensive nursing research in the areas of leadership readiness and empowerment. This study can be used as a reference for further studies.

8. CONCLUSION

Leadership skills have a significant role in empowering nursing students. As the nursing profession is facing many challenges it is necessary to empower nursing students by improving their leadership skills. Creating more opportunities to explicit leadership qualities from their student life period enhance their ability to face challenges in future.

9. LIMITATIONS

1. The sample size was only 40.
2. Non random sampling technique was used.

10. RECOMMENDATIONS

1. It would be useful if similar studies are conducted among students belonging to other disciplines.
2. A comparative study between nursing students studying in Government Nursing Colleges and private colleges can be undertaken.
3. Similar studies can be undertaken in a larger sample size.

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