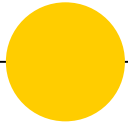




‘Feel like a leader’. How nurses’ leadership identity influence job satisfaction and willingness to stay. An Italian descriptive study.

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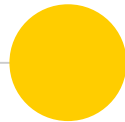
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All nurses must be leaders, but they certainly do not need to choose management to make a critical, positive difference in leadership world

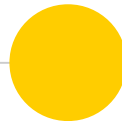
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Spitzer, 2007



Leadership identity

Is the ability of an individual to
feel and think of themselves as a
leader in their work
environment



Objective

To evaluate if nurse's leader identity at work is associated with their job satisfaction, turnover intention, and intention to leave



Methods



Setting & participants

Nurses of tertiary hospital

- (a) worked in a ward with at least other two nurses;
- (b) had at least 12 months of experience in the current ward;
- (c) were willing to participate in the study as expressed by answering the questionnaire;



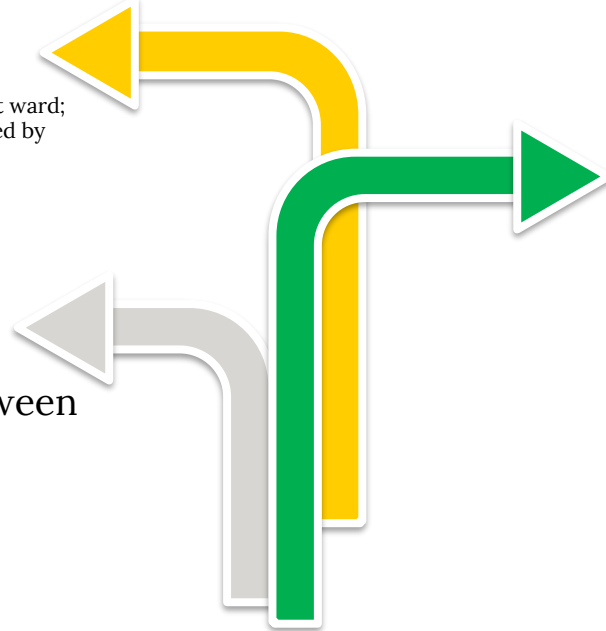
Design

Cross-sectional study between
2019 and 2020

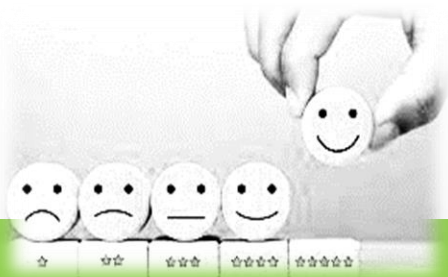
Variables



Socio-demographic
Occupational
Job-satisfaction
Turnover intention
Intention to leave



Methods(2)



Turnover Intention

Leadership Self-Identity Measure
Hiller, 2005



Job Satisfaction

Copenhagen Psychosocial
Questionnaire, COPSOQ

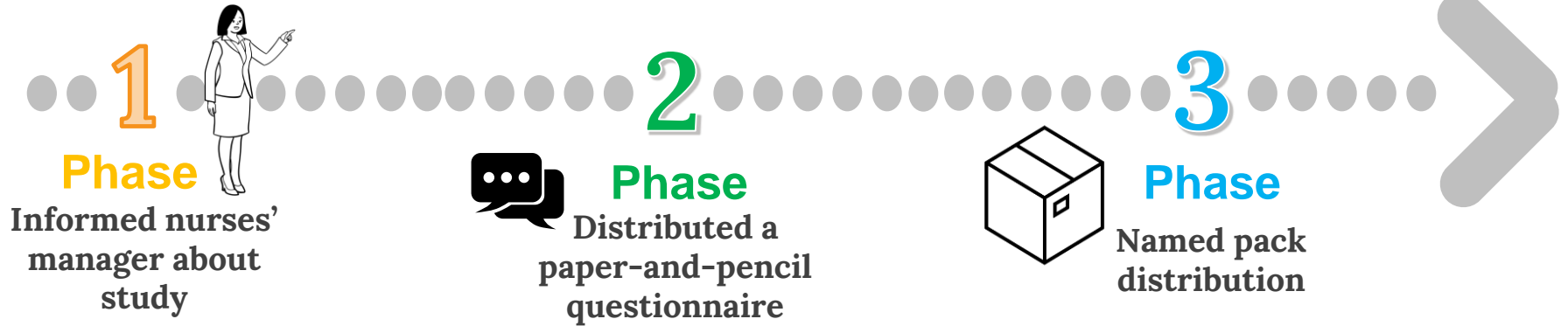
Pejtersen et al., 2010



Intention to Leave

Leadership Self-Identity Measure
Hiller, 2005

Methods(3)



Results

2664

Nurses were invited

1556 (58.9%)

Answered

1539

Completed the questionnaire

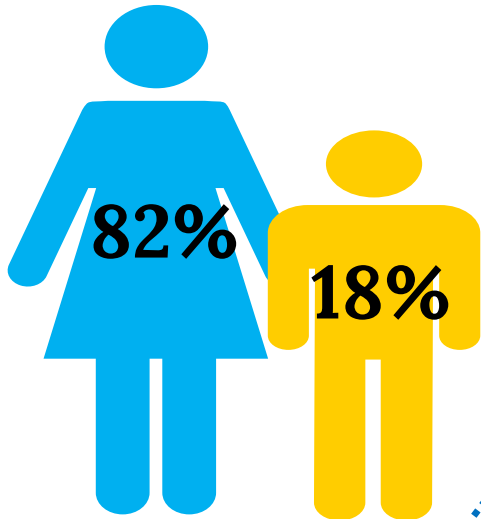


Results(2)

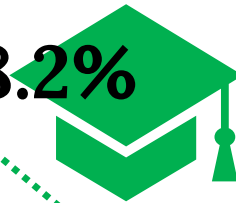
Mean age 43.5 years



63.8%

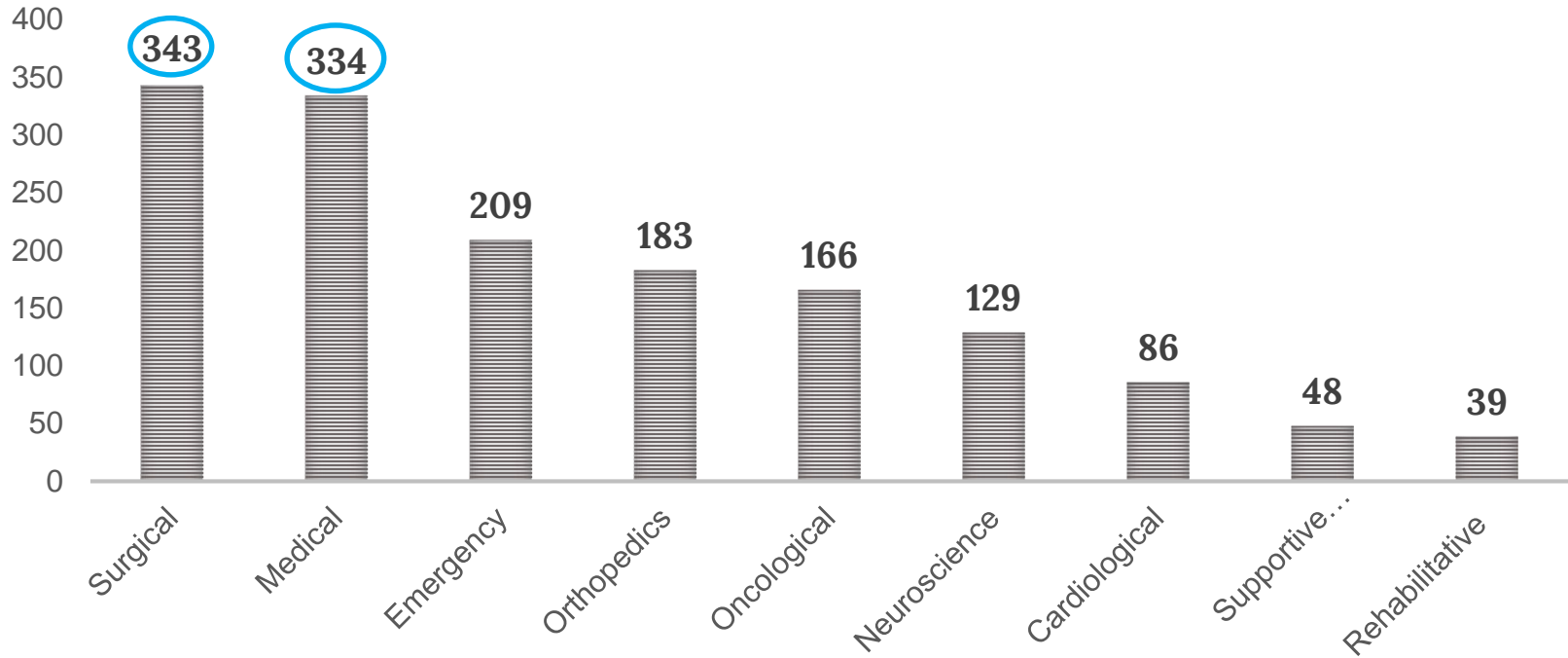


78.2%

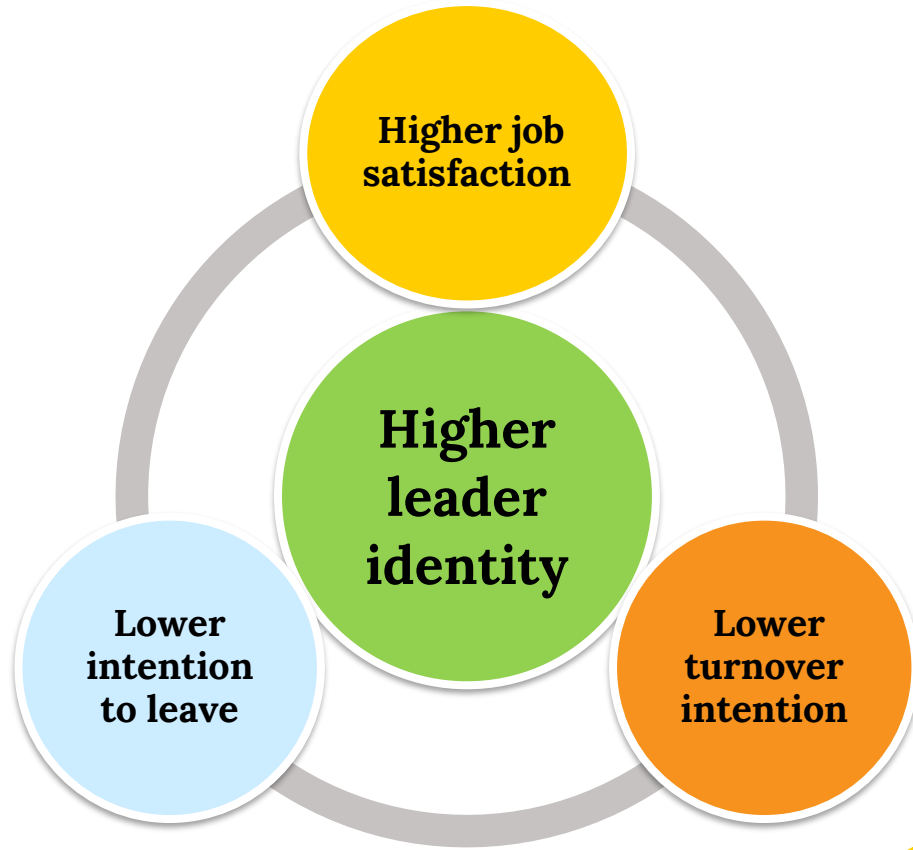


22.1%

Results(3) - Wards



Results(4)



Variables	F	p
Leader identity & job satisfaction	1.99	<0.001
Leader identity & turnover intention	20.51	<0.001
Leader identity & intention to leave	16.78	<0.001



Results(5)



**Increase job
satisfaction**



**Reduce turnover
intention**



**Reduce intention
to leave**



Main Point of Discussion

Leadership

is an essential component to increase nurses' outcomes at work

Leader Identity

is fundamental to maintain the nursing workforce at work and it is influence by the ward culture

Other Job-related Factors

emerged suggesting the influence of ward culture

More Interventions

are necessary to improve nursing workforce leader identity

Conclusion

- ⇒ Pay attention to the **positive effect of nurses' leader identity** at the ward level is a **pivotal element to promote a better job satisfaction**
- ⇒ Develop interventions aimed to ameliorate nurses' leadership skill **over the managerial level** are necessary to reduce the turnover intention and intention to leave





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Thanks!

Any **questions** ?

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