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Assessing the practice of transformational leadership style in health care industry among nursing fraternity in selected hospitals chennai

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Abstract



Leadership in nursing plays a crucial role in achieving high-quality healthcare outcomes. Among various leadership styles, the Transformational Leadership Style is recognized for fostering collaboration, knowledge sharing, and evidence-based decision-making. This study aimed to assess the practice of Transformational Leadership among the nursing fraternity in selected hospitals in Chennai. The objectives were to evaluate the practice of this leadership style and its association with selected demographic variables. A quantitative approach with a descriptive study design was adopted. The study was conducted at Kauvery Hospital, Vadapalani, Chennai, with a sample of 49 staff nurses selected using purposive sampling. A 20-item rating scale questionnaire measured four subtopics: idealized influence, intellectual stimulation, inspirational motivation, and individualized consideration. Results showed 55.1% demonstrated moderate practice, 42.9% very high practice, and 2% low to moderate practice, with a mean score of 79.86 ± 9.59 . Recommendations include larger-scale studies across diverse settings.

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INTRODUCTION

Leadership in nursing plays a pivotal role in ensuring high-quality healthcare outcomes. Among various leadership approaches, the Informational Leadership Style has gained recognition for its ability to foster collaboration, knowledge sharing, and evidence-based decision-making. This style emphasizes clear communication, dissemination of critical information, and guidance that empowers team members to perform effectively in complex healthcare settings. Transformational leadership plays a pivotal role in nursing practice by fostering an

environment that encourages innovation, teamwork, and a focus on patient-centered care.

According to the American Nurses Association (2022), 74% of nursing professionals believe that clear communication from leaders improves team efficiency and reduces burnout. A study by the Journal of Nursing Management (2023) revealed that units led by informational leaders reported a 35% higher adherence to evidence-based practices. Additionally, a global survey of healthcare professionals (WHO, 2021) found that 68% of nurses prefer leaders who prioritize sharing accurate and actionable information during crises

A systematic review by Wong et al. (2013) revealed that transformational leadership is strongly associated with improved patient outcomes, such as reduced adverse events and higher satisfaction scores. This is attributed to the leader's ability to promote evidence-based practice and effective communication within healthcare teams. Transformational leadership has been shown to promote adaptability in high-stress environments, such as during the COVID-19 pandemic. A study by Al-Hussami et al. (2022) highlighted how transformational leadership helped nurses navigate uncertainties, maintain resilience, and continue providing quality care.

Transformational leadership in nursing practice is not just an ideal but a necessity in addressing modern healthcare challenges and ensuring high-quality patient care. Its evidence-based foundation continues to evolve with new studies, reinforcing its relevance in dynamic clinical environments

Statement of the Problem

A study to assess the Practice of Transformational Leadership style in Health

Care Industry among Nursing Fraternity in Selected Hospitals Chennai

Objectives

1.To assess the Practice of Transformational Leadership style in Health Care Industry among Nursing Fraternity in Selected Hospitals Chennai

2.To associate the selected Demographic variables with the Practice of Transformational Leadership style among Nursing Fraternity in Selected Hospitals Chennai

Research Methodology

Quantitative approach with Descriptive study design was adopted to this Study.The study was conducted in Kauvery Hospital, Vadapalani, Chennai. The Sample Size was 49 staff Nurses. Purposive Sampling Technique was used in this study

Criteria for Sampling Technique:

Inclusion Criteria

Nurses from all category from selected hospitals

Nurses who are willing to Participate in the study

Exclusion Criteria

The nurses who were on leave during the data collection

Development of the Tool:

The tool consists of two sections

Section A-Demographic Data

Section B-Practice of Transformational Leadership Styles

Section-A

The instrument consists of Demographic variables such as age, gender, educational qualification, years of experience in Nursing.

Current position /role, type of hospital, work setting, work setting, area of specialization and formal training in leadership.

Section -B

The Section B consist of 20 questionnaire It is in the form of Rating Scale with 4 subtopics such as idealized influence, intellectual stimulation, inspirational motivation and individualized consideration,

Scoring Interpretation:

The Score were interpreted as 80–100 (Very High): The leader consistently exhibits transformational leadership behaviors across all four dimensions. They are highly effective in inspiring, motivating, and developing their team. 60–79 (Moderate): The leader shows some transformational leadership qualities but may need development in specific areas to maximize team performance. 40–59 (Low to Moderate): The leader demonstrates limited transformational leadership traits and may need significant improvement in several areas.

20–39 (Very Low): The leader lacks key transformational qualities, potentially requiring a shift in leadership style or further leadership development training.

Very High-Level Practice	80-100%
Moderate Level practice	-60-79%
Low to Moderate Level Practice-	40-59%
Low Level Practice	-20-39%
Very Low-Level Practice: -	0-19%

Plan for Data Analysis:

The Statistical analysis of the data was done by the following method

Descriptive Statistics

Mean, Percentage and Standard deviation were used to assess the practice of Transformational Leadership style

Inferential Statistics

Chi-Square was used to determine the association between the practice of Transformational leadership styles with their demographic variables.

Data Analysis and Interpretation

The Frequency and percentage distribution of demographic variables of the Nursing Fraternity in Health Care Industry who participated in the study

With regard to the age of Nurses 42 (85.7%) were in the age group of 20-30 yrs, 7 (14.3) were in the age group of 30-40 yrs and no persons were in the age group of 40-50 yrs & more than 50 yrs Regarding the gender 5 (10.2) were Male Nurses and 44 (89.8) were Female Nurses With regard to Educational qualification 5 (10.2) were diploma nurses, 40 (81.6) were Baccalaureate in Nursing, 3 (6.2) were Masters in Nursing and 1 (2.0) were in other specialty With regard to Years of experience in Nursing 32 (65.3) were having 0-5 yrs of experience, 13 (23.6) were having 6-10 yrs of experience 2 (4.1) were having 11-15 Yrs of experience and 2 (4.1) were having more than 16 yrs of experience With regard to current position or role of the Nurses 44 (89.8) were staff Nurses, 2 (4.1) were Nurse Managers .1 (2.0) were Nurse Educator and 2 (4.1) were holding other positions With regard to the type of Hospitals 3 (6.1) were working in the Private hospitals 44 (89.8) were from Private hospitals , 1 (2.0) were from other hospital setting Regarding the Work setting 11 (22.4) were doing morning shift 38 (78.6) were doing rotational shifts With regard to area of specialization 14 (28.6) were specialized in Medical and Surgical .2 (4.1) were from Pediatrics, 24 (49.0) were specialized in Critical care and 9 (18.4) were specialized in other areas With regard to formal training in leadership 39 (79.6) were received formal

training whereas 10 (20.4) were not undergone any training in leadership

In the Frequency and percentage distribution of level of practice of transformational leadership in Health Care Industry among Nursing Fraternity. In that among the Nursing Fraternities, 27(55.1%) had moderate level of practice of transformation leadership, 221(42.9%) had very high practice and only 1(2.0%) had low to moderate level of practice. With the mean score of practice was 79.86 ± 9.59 with median of 78.0.

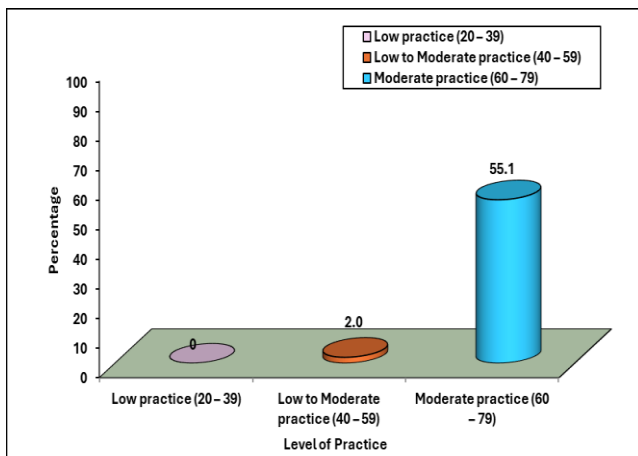


Figure 1 Percentage distribution of level of practice of transformational leadership in Health Care Industry among Nursing Fraternity

In Comparison of components of practice of transformational leadership in Health Care Industry among Nursing Fraternity where it denotes that the mean score of idealized influence was 19.86 ± 2.76 , intellectual stimulation was 19.39 ± 3.10 , inspirational motivation was 20.67 ± 2.47 and individualized consideration was 19.94 ± 2.75 .

The calculated One Way ANOVA "F" value of 1.792 was not statistically significant at $p < 0.05$ level which infers that there was significant difference between the various components of practice of transformational leadership in Health Care Industry among Nursing Fraternity.

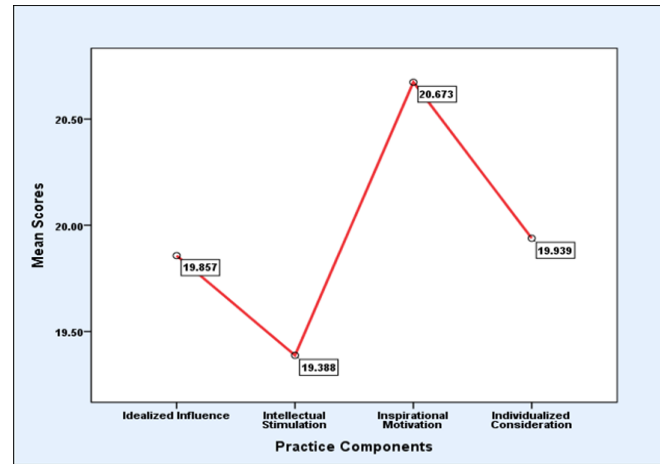


Figure 2 Trend graph showing the comparison of components of practice of transformational leadership in Health Care Industry among Nursing Fraternity

The demographic variables had not shown statistically significant association with level of practice of transformational leadership in Health Care Industry among Nursing Fraternity at $p < 0.05$.

DISCUSSION AND IMPLICATION OF THE STUDY

The First Objective of the Study was to assess the Practice of Transformational Leadership style in Health Care Industry among Nursing Fraternity in Selected Hospitals

The findings revealed that among the Nursing Fraternities, 27(55.1%) had moderate level of practice of transformation leadership, 221(42.9%) had very high practice and only 1(2.0%) had low to moderate level of practice. When compare the components of practice of transformational leadership in Health Care Industry among Nursing Fraternity. denotes that the mean score of idealized influence was 19.86 ± 2.76 , intellectual stimulation was 19.39 ± 3.10 , inspirational motivation was 20.67 ± 2.47 and individualized consideration was 19.94 ± 2.75 . The calculated One Way ANOVA "F" value of 1.792 was not statistically significant at $p < 0.05$ level which infers that there was significant difference between the

various components of practice of transformational leadership in Health Care Industry among Nursing Fraternity

The Second objective of the study was to associate the selected Demographic variables with the Practice of Transformational Leadership style among Nursing Fraternity

The Findings revealed that the demographic variables had not shown statistically significant association with level of practice of transformational leadership in Health Care Industry among Nursing Fraternity at $p < 0.05$.

Hence the research hypothesis H1 stated there is no significant association between the level of practice regarding Transformational Leadership Style among Nursing Fraternity with the selected Demographic Variables was accepted for age, current position /role, type of hospital, work setting, work shift, area of specialization, received the formal training in leadership was rejected

Recommendations

Based on the research findings the following recommendations were made.

A large-scale study can be carried out with different demographic characteristic to generalize the findings.

A study can be carried out among large group of nurses in different settings.

Ethical Approval

No ethical approval was necessary for this study.

Author Contribution

All authors made substantial contributions to the conception, design, acquisition, analysis, or interpretation of data for the work. They were involved in drafting the manuscript or revising it critically for important intellectual content.

All authors gave final approval of the version to be published and agreed to be accountable for all aspects of the work, ensuring its accuracy and integrity.

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