

## Nursing Leadership in Health Facility Departments

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### Abstract

The current study aims to investigate the impact of nursing leadership and its role in health facility departments, the impact of nursing leadership on health services provided to patients and visitors in the health facility, the impact of nursing leadership on the work environment (medical staff). A questionnaire was prepared via Google Drive and distributed to residents aged 25 years -55 years old men and women in the western region. As for the questionnaire, it was distributed via the social networking program (WhatsApp) for the purpose of distancing for fear of the presence of the Corona virus. 500 questionnaires were distributed, and 485 responses were obtained via email to the principal investigator. It concluded that nursing leadership has a very important role in development. Leadership in nursing is not limited to health care settings alone: it is relevant and valuable across various professions and industries. Effective leadership enhances teamwork, communication, and cooperation among health care professionals? Yes 100%. Can advanced nurse leaders continue their development by pursuing advanced degrees such as a master's in nursing leadership or healthcare administration? Yes 94.4% No 5.6%. Can nurses become influential leaders who drive positive change in the healthcare industry, shape organizational culture and improve patient outcomes? Yes 100.

**Keywords:** Nursing leadership, in health facility departments.

### 1. Introduction

A fundamental strategy is the inclusion of nurses, the most numerous of health care providers, in reform efforts. In light of the perceived weaknesses and looming crisis of nursing leadership (1; 2; 3), international organizations including the Global Nursing Now Campaign (4; 5), the Triple Impact Report (6), the International Council of Nursing (7) and the World Health Organization's global strategy on Human Resources for Health: Workforce 2030 (8) have

prioritized strengthening nursing leadership and management capacity as a key strategy to counter the impact of HRHC on the health system and improve quality of life for patients globally. More recently, the WHO State of the World's Nursing (SOWN) Report 2020 (9) has also called upon countries to prioritize investments in nursing leadership along with improved education and jobs. Both the SOWN report and the ICN 2017–20 strategic priorities position nurses as an important group for policy-setting, decision making and implementation of national and international policies (10; 9). However, the critical shortage of other health care workers in SSA (11; 12; 13) creates a cascade of leadership needs, shapes the context in which leadership occurs and places greater demands on nurses-in-leadership (those in positions of leadership through assigned or emergent leadership roles) to motivate, encourage and challenge an otherwise overburdened, overstressed and unmotivated workforce (11; 14). HRHC are most prevalent among nurses, and the leadership shortage is reported as more acute among the nursing workforce (15; 16). Nurses-in leadership are particularly challenged by the rigour of leadership demands placed on them, as most health systems need leaders who are able to operate in contexts facing high disease burden and systemic challenges, compounded by inadequate investment in health systems (16; 17; 2). Considerable emphasis is placed on developing strategies for the efficient use of often a diminished pool of human and other resources by fostering change, innovation and resourcefulness and enlisting and mobilizing group (leaders and followers) actions towards a shared vision (18; 19). Nurses-in-leadership are also expected to demonstrate leadership skills suitable for attracting and retaining nurses, developing evidence-based programmes for equipping future leaders, while responding effectively to emerging health system challenges (20; 17; 21; 22). Inclusion of nurses-in-leadership in policy discussions is paramount for prompting effective innovation in health care practice (10; 9). The majority of nurses-in-leadership are well-placed in the organizational hierarchy for linking front-line staff to middle and senior management and leadership roles—by communicating, coordinating, championing and pioneering change (23). Thus, nurses represent an untapped leadership resource in health systems seeking to develop stronger and more effective leaders. Advocates of inclusion of nurses-in leadership in health system design argue for a paradigm shift—from functional doers, to proactive organizational leaders in health systems strengthening (24; 21; 9). The effectiveness of nurses-in-leadership is dependent on essential transformational leadership practices (TLP) (25). Transformational leadership is a style of leadership that inspires and enables followers to achieve extraordinary results, and helps leaders align the objectives and goals of the followers, the leader, groups and the organization to foster personal and organizational change (26). Studies (27; 28; 29; 30; 26) indicate that nurses-in-leadership who adopt the tenets of TLP, e.g. have the capacity to: (1) Lead by example (Model); (2) Inspire, innovate and communicate their vision (Inspire); (3) Strive for change and cultivate effective practice environments (Challenge); (4) Empower and move followers towards a common goal (Enable); and (5) Renew the spirit (Encourage); and hence (6) Have the potential to shape patient, staff and organizational outcomes. As such, TLP are pivotal for the role of nurses-in-leadership in SSA to challenge the traditional ways of thinking, pioneer change, as well as establishing a practical evidence-based guide for the development of future leaders (31; 32; 33). However, few studies (34; 35, 36) have evaluated the leadership practices of health care providers in SSA. Studies evaluating the leadership practices of nurses specifically have been limited to the USA

and Canada (27; 29; 30; 37; 26). The looming nursing leadership crisis in SSA (2) offers nurses in-leadership a wide agenda for action, and underscores the need to understand the level of leadership preparedness as well as elements of what constitutes a leadership-enabling environment for nurses-in leadership in SSA.

## **2. Material and Methods:**

The study began in (the city of Mecca and Taif in the Kingdom of Saudi Arabia), and the study ended with writing the data collection in September 2024. The researcher used descriptive analysis, an approach that uses quantitative or qualitative description of the social phenomenon (Nursing leadership in health facility departments) and the variable. The independent variable (Nursing leadership in health facility departments globally) and the dependent variable (Nursing leadership in health facility departments locally). This type of study is characterized by analysis, reason, objectivity, and reality. It is also concerned with individuals and societies, as it studies the variables and their impact on the health of the individual, society, and the consumer, and the spread of diseases and their relationship. For demographic variables such as age, gender, nationality, and marital status. Status and occupation (38), and use the Excel 2010 Office suite pie chart to sort the results (39), and the questionnaire was only answered electronically, because the questionnaire consists of ten questions, all of which are closed-ended.

## **3. Results and discussion:**

The percentage of approval to participate in the questionnaire was 100%, and the age of participants from 25-35 years old was 11.1%, and the percentage of participants from 35-44 years old was 61.1%, and from 45-55 years old it was 27.8%, as for the gender of male participants. It was 16.7%, while the female participants were 83.3%, while the nationality of the Saudi male and female participants was 77.8%, while the non-Saudi and male participants were 22.2%. As for the professions of the male and female participants, they were as follows: government employee, 77.8%. private sector employee 16.7%, self-employed 5.5%, and as for the educational status, it was as follows: master's degree 27.8%, high school holders 11.1%, bachelor's degree holders at the university level 55.6%. The first question: Nursing leadership in the field of nursing is a vital skill that plays a crucial role in the modern workforce in the field of health care? Yes 94.4% and I do not know 5.6%. The second question: involves the ability to direct and inspire others towards achieving common goals while effectively managing resources, making critical decisions, and promoting patient-centered care? The same answer: yes 94.4% and I do not know 5.6%. Question Three: Leadership in the field of nursing is not limited to health care settings alone: it is relevant and valuable in various professions and industries. Effective leadership enhances teamwork, communication, and cooperation among health care professionals? Yes 100%. Question Four: Can strong leadership skills positively impact career growth and success, as they are highly sought after by employers who recognize the impact of leadership on organizational performance? Yes 100%. Question 5: Might the nurse leader or leaders succeed in managing a team during a crisis situation, ensuring effective allocation of resources and maintaining calm in the midst of chaos? Yes 94.4% and No 5.6%. Question Six: Can advanced nursing leaders continue their development by pursuing advanced academic degrees such as a master's degree in nursing leadership or health care administration? Yes 100%.

Question Seven: Can nurses become influential leaders who drive positive change in the healthcare industry, shape organizational culture and improve patient outcomes? Yes 100%. Question 8: Should staff and leaders acquire knowledge in public health, primary health care, health promotion and infection control in the context of community health care and the health system? Yes 100%. Question nine: Do you have information about distinguished nursing leadership? Yes, 76.5%, and no, and I don't know, 11.8% equal. Question 10: May nursing implement innovative strategies to enhance patient satisfaction and staff engagement, leading to improved quality measures and increased patient engagement? Yes 94.4%, No 5.6%, and I don't know 0%.

**Table.1: Nursing leadership in health facility departments according to participtes**

Nursing leadership in health facility departments	Yes	No	I don't know
Nursing leadership in nursing is a vital skill that plays a critical role in the modern healthcare workforce?	94.4%	0%	5.6%
Leadership in nursing is not limited to health care settings alone: it is relevant and valuable across various professions and industries. Effective leadership enhances teamwork, communication, and cooperation among health care professionals?	100%	0%	0%
Can advanced nurse leaders continue their development by pursuing advanced degrees such as a master's in nursing leadership or healthcare administration?	94.4%	5.6%	0%
Can nurses become influential leaders who drive positive change in the healthcare industry, shape organizational culture and improve patient outcomes?	100%	0%	0%

The study concluded that Empowering others and encouraging the heart. Leaders who use these practices often have the potential to promote high performance and lower customer satisfaction, loyalty, commitment, and motivation. and participation. Involving nurses in leadership It requires understanding their preparation and experience. Continuing restrictions and exclusion of nurses in policy processes It must be supported by an appropriate evaluation of leadership effectiveness. The new focus on nurse leadership in sub-Saharan Africa, and in Uganda in particular, highlights the urgent need for action and requires significant effort.

#### **4. Conclusion:**

Nursing leadership in nursing is a vital skill that plays a critical role in the modern healthcare workforce? Yes 94,4%, I don't know 5.6%, Leadership in nursing is not limited to health care settings alone: it is relevant and valuable across various professions and industries. Effective leadership enhances teamwork, communication, and cooperation among health care professionals? Yes100%. Can advanced nurse leaders continue their development by pursuing advanced degrees such as a master's in nursing leadership or healthcare administration? Yes 94.4% No 5.6%. Can nurses become influential leaders who drive positive change in the healthcare industry, shape organizational culture and improve patient outcomes? Yes100%.it concluded that nursing leadership has a very important role in development.

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