

# The Role of Nursing Leadership Among Other Groups in Work

Sumaia S.Alamoudi<sup>1</sup>, Fahad S.Almarwani<sup>2</sup>, Turki S.Almehmadi<sup>3</sup>, Noha E.Alsubhi<sup>4</sup>, Mishal G.Alharthi<sup>5</sup>, Talal M.Alsufyani<sup>6</sup>, Ohoud R.Alsufyani<sup>6</sup>, Dania A.Fatani<sup>7</sup>, Ghadeer Z.Abdulateaf<sup>8</sup>, Aisha M.Alshanqiti<sup>8</sup>

Nursing specialist at king Abdulaziz hospital<sup>1</sup>

Nursing technician at king Abdulaziz hospital<sup>2</sup>

Nursing technician at Kudi and Alhijrah PHC<sup>3</sup>

Nursing technician at primary healthcare center in Al-otaiiyah<sup>4</sup>

Nursing technician at childrens hospital in Taif<sup>5</sup>

Nursing technician at branch of the ministry of health in Taif<sup>6</sup>

Senior specialist nurse at king Abdullah medical city<sup>7</sup>

Nursing technician at Alhendawyah PHC<sup>8</sup>

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## Abstract

The current study aimed to know the impact of nursing leadership at work. What is the role of nursing leadership towards the nursing staff at work? The questionnaire was created electronically via Google Drive, and distributed via the social media program (WhatsApp). 600 questionnaires were distributed, and 580 questionnaires were received via the researcher's e-mail. (The target group is residents of Mecca and Taif aged 25-55 years) men and women.

**Keywords:** the role of, nursing leadership, among other groups in work.

## 1. Introduction

Health professionals are required to face the request for health services effectively and to range the particular goals. The efficiency of patient-centered health care firms demands on the health care team providing the health care service. Health professionals have an important impact on the quality of health care. As a part of a team of health professionals, the nurse plays a significant function in nursing services aimed at providing quality health care (1; 2; 3). For nurses providing quality and standardized care, nurse administrative are needed. Nurse managers are predictable to react with lawful requestee, provide good nursing care, provide proof-based practices, oversee work activities of employees, support, advise and induce professional development (4). In addition to having dexterity like being artistic, fantastic, sincere, learning and managing, it is also significant that the leader at the head of the team develops himself / herself continuously (4; 5). It is expected that nurses, who play an important function in every move of health care, will have order special. driving is an operation that support and mobilizes persons to realize specific targets (6). The manager, however, is the person who impact the group and makes the change in

the group's behaviors. To fulfill the goal of planned nursing care on ill or healthy persons, leading nurses are needed. Promoting employees, leading job gratification and stimulus, improving corporate loyalty, faith and information sharing environment and being open to communication are among the qualities leading nurses are requested to possess (5; 6; 7). Although the leader and the manager are always looked at as a whole, there are some differences between administration and leadership (8). While the administrative is mission oriented, the manager supports inspiring people and firms for innovation (9). The stimulus of nurses who have the widest discipline in health care is very important for providing quality service and realizing the meant community good speed (7; 3). Impulse is a set of operations that motivate the subject, initiate, induce, and impact the behavior in order for the person to do his or her job. Positively encourage persons raise organizational competence and activity. Employees' both financial and ethical impulse will enable them to realize organizational targets in a shorter period of time with higher quality and less setback (10; 2; 11; 12). As it defines nurses' work behaviors and performances, work motivation is of great importance in providing quality nursing care (13). Agents affecting the motivation of nurses are considered in five classes. These are workplace characteristics, working conditions, persons signs, individual priorities and psychological agents (14; 15). Participation of nurses in the resolutions made within the organization, cooperation among team organs, making individual decisions when necessary, being considered by the manager, and the fairness of the leader to everyone are the major factors affecting the motivation of the nurse (14; 1; 16). The responsibilities of the nurse managers contain ensuring the motivation of the employees. It is stated that the nurses who are motivated with being valued by the manager and gaining respectability, being supplied vocational education and training opportunities are more successful in their profession (17; 18; 16). The individual success of nurses increases along with the confidence gained by building competence and self-improvement (17). Leaders are expected to have leadership behaviors to fill with employees to work efficiently and effectively within the team (17). When the studies are examined; although there are several studies examining the effect of administration on the motivation of health professionals in the study team (19; 20; 21; 22; 1; 23; 24; 25; 10; 3), no studies evaluating the effect of managers' leadership behaviors on nurses' motivation were found. In line with these results, in order to lead the motivation of nurses it was aimed to shed light on the development of strategies to improve the leadership behaviors of nurse managers.

## 2. Material and Methods:

The study started in (Mecca and Taif), began writing the research and then recording the questionnaire in January 2024, and the study ended with data collection in September 2024. The researcher used the descriptive analytical path that uses a quantitative or qualitative description of the social phenomenon (The role of nursing leadership among other groups in work) the independent variable (the percentage of adherence, regularity, and adherence to the nurse leader's instructions) and the change (the percentage of neglect and non-compliance with the nurse leader's instructions). This sort of study is characterized by analysis, impact, objectivity, and reality, as it is concerned with persons and societies, as it studies the variables and their

effects on the health of the individual, society, and consumer, the spread of diseases and their relationship to demographic variables such as age, gender, nationality, and marital status. Status, occupation (26), And use the excel 2010 Office suite histogram to arrange the results using: (27). A questionnaire is a remarkable and helpful tool for collecting a huge amount of data, however, they only answered the questionnaire electronically, because the questionnaire consisted of eight questions, all of which were closed.

3. Results and discussion:

The portion of consent by participants for the research questionnaire was 100%, while the percentage of participants' ages was as follows: 25-34 years old, 34.3%, 35-44 years old, 56.7%, and 45-55 years old, 9%. As for the gender of the male and female participants in the questionnaire, the percentage of males was 31.8%, and the percentage of females was 68.2%. Their nationalities are as follows: Saudis 83.6% and non-Saudis 16.4%. Their professions are as follows: student 3%, government employee 76.1%, private sector employee and equal workers 1.5%, housewife 17.9%, and careerist 0%. As for the educational status, it is as follows: 7.5% of those holding an intermediate certificate, 2% of high school students, 38.8% of diplomas, 43.3% of university students, 5.5% of master's students, and 2.9% of doctorates. When moving to the questionnaire questions: The first question is about the development of the nursing profession to keep pace with scientific, cultural and technological progress in the field of health services and educating society to block illness? Yes 97% and no 3%. The second question: What are the benefits of leadership development programs in enhancing connection skills, as efficient communication is crucial in health care settings because it ensures smooth collaboration between care professionals and improves patient outcomes through these programs? Yes 100% and no 0%. The third question: Is there an important advantage in leadership development programs that is the focus on developing nurses' decision-making abilities? Nurse leaders often find themselves in situations where they need to make critical decisions quickly and confidently? Yes 97% and no 3%. Question 4: Leadership development programs also emphasize the importance of an effective team in health care settings? Yes 100% and no 0%. Question 5: Nursing is more than just a profession. It is a calling that requires dedication, compassion, and strong leadership skills. As nurses advance in their careers, it becomes necessary to nurture and develop their leadership abilities to ensure they are able to effectively guide their teams and make a positive impact on patient care. The sixth question: Does guidance play a vital role in the growth and development of nursing leaders? (The same answer: yes 100% and no 0%). As for the seventh question: Does training through lectures and seminars play a role in the growth and development of nursing leaders? Yes 98.5% and no 1.5%. The eighth question: Is leadership a quality that is acquired with experience and helps over time in the growth and development of nursing leaders? Yes 95.5% and no 4.5% (Table.No.1) (Table.No.2) (figure.No.1).

Table.No.1: Percentage of male and female participants in the questionnaire

Percentage of males	Percentage of females
31.8%	68.2%

Table.No.2: percentage of Saudi and non-Saudi

Percentage of Saudi	Percentage of non-Saudi
83.6%	16.4%

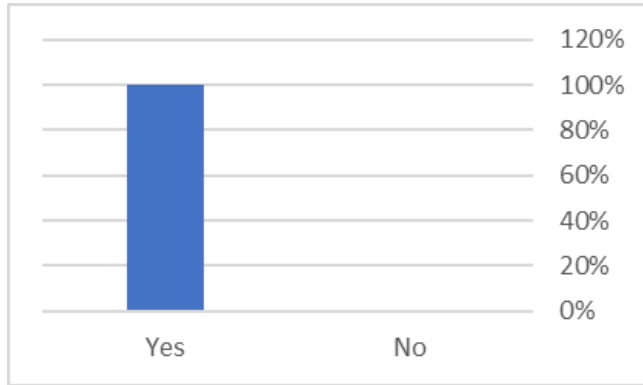


Figure No.1: Participants' attitudes toward nursing leadership in health facilities

#### 4. Conclusion:

The importance of the role of nursing leadership in providing health services to patients in health facilities, especially in terms of the ability to communicate with the nursing staff easily and smoothly and to communicate information, the full ability to make the right decision at the right time and the ability to distribute work among the medical nursing staff Sensory Participants' opinions with a high percentage of 98 %.

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