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Nurse leader self-efficacy and leveraging organizational resources

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Problem: Knowledge is valuable. Nurse leaders are innovating to solve problems, meet requirements and ensure outcome goals. Although organizational resources are available, they are underutilized. Time and energy are invested in developing resources that are not shared, leading to re-work and frustration. There are several factors that support or inhibit knowledge sharing individually and organizationally.

Purpose: The purpose of this study is to evaluate whether or not an organized educational program about the Cone Health Leader Resource Center improves nurse leaders' self-efficacy, knowledge sharing behavior and utilization of organizational resources within a hospital system.

EBP Questions: RQ 1: Is there a difference in perceived self-efficacy for nurse leaders that receive training on Cone Health Leader Resource Center pre-and post-intervention? RQ 2: Is there a difference in nurse leader self-efficacy by role, years of leader service or educational level pre-and post-intervention? RQ3: What are the leader's attitudes

governing knowledge sharing?

Methods. The study will use a mixed methods approach. An online educational program on the Cone Health Leader Resource Center will be provided. A pre-and post-survey including both quantitative and qualitative questions will be used to explore the relationship between nurse leader characteristics, organizational characteristics, self-efficacy, awareness of organizational resources and knowledge sharing behavior.

Outcomes: It is anticipated that this study will increase nurse leader's awareness of organizational resources and improve self-efficacy.

Significance: This study may demonstrate how awareness of available resources could improve self-efficacy for nurse leaders. This approach to providing resources could provide a standardized way to share resources organizationally and support the need for technological expansion to facilitate leveraging innovation, sharing knowledge and providing work resources.