

42ND NURSING AND HEALTHCARE CONGRESS

October 19-20, 2018 | Ottawa, Canada

The impact of head nurse's perceived support relationship on staff nurse's performance outcomes

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Studies on leadership nowadays tend to focus more on leader's influence on their followers. But little did we know that followers have also influenced their leaders. Mutual perceived support relationship between leaders and followers is essential as it would affect the performance outcomes of the latter. However, on the head nurse's perspective, there was no study conducted on how they manage to support their staff nurses amidst of work demands which may possibly hinder their job to succeed. The purpose of the study was to examine the impact of perceived support relationship of head nurses on the performance outcomes of staff nurses in two selected government hospitals. The study utilized a descriptive-analytical research design. Nineteen head nurses and 137 staff nurses were agreed to participate in this study using the universal sampling technique. Creditor ideology of the head nurses has a significant effect on the staff nurse's performance outcomes. Head nurse's perceived support relationship, dispositional variables, and work stressors through staff nurse's perceived supportive supervision are all predictors of staff nurse's performance outcomes. Improving the organizational support and supportive supervision of head nurses notably increase the staff nurse's performance outcomes; reducing the head nurse's perceived negative reciprocity norm and role-conflict increase the staff nurse's performance outcomes; reducing the head nurse's perceived reciprocation wariness and need for emotional support decrease the staff nurse's performance outcomes; reducing the head nurse's perceived follower support, exchange ideology, and creditor ideology significantly decrease the staff nurse's performance outcomes; and, the more the head nurses become narcissistic, have more workload, and large span of control greatly decrease the staff nurse's performance outcomes.

Biography

Norman B Juruena is currently working as Nurse II at Southern Philippines Medical Center as well as a Nursing Instructor (Part-time) at Davao Medical School Foundation, Inc. He received his PhD in Nursing Practice at Mandaue City College in 2017. He completed his Master of Arts in Nursing major in Medical-Surgical Nursing at University of the Visayas in 2015. He currently undertaking his second professional doctorate degree, Doctor of Healthcare Management at University of the Visayas. He also works as one of the Editorial Board Members and Peer Reviewers in Nursing and Palliative Care International Journal at Ology Press in Budapest, Hungary. He has authored two books, one for Master's thesis and the other is Doctorate dissertation. His works reflect his research interests in healthcare management and clinical nursing. He is serving as a member of Philippine Nurses Association and National League of Philippine Government Nurses.

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