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Ethical leadership outcomes in nursing

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Leadership style adopted by nursing managers is a key element in the progress and development of nursing and quality of health care services received by the patients. In this regard, the role of ethical leadership is of utmost importance. The objective of the study was to elaborate on the ethical leadership and its role in professional progress and growth of nurses in the light of work condition in health providing institutes. The study was carried out as a qualitative study following conventional content analysis method. Fourteen nursing faculty members and nursing managers at different levels who were selected through purposive sampling method. Semi-structured interviews were used for data gathering. The data were analyzed using latent content analysis and constant comparison analysis. Five subcategories were obtained based on the analysis, which constituted two main categories including “all-inclusive satisfaction” and “productivity.” Nursing leaders highlighted the point that their ethical behavior creates “inner satisfaction of the leader”, “employee’s job satisfaction”, and “patient’s satisfaction”. Improvement of productivity was another outcome of the ethical behavior of the leaders. This kind of behavior resulted in “providing better services”, and “creating ethical behavior in the employees”. It has a great influence on the progress and growth of the nursing profession. Therefore, By creating an ethical atmosphere, ethical leadership leads to positive and effective outcomes – for the patients as well as for the nurses and the leaders - and professional progress and development of the nursing profession. Therefore, an ethical work environment that supports nurse’s progress and development can be developed by paying more attention to moralities in recruitment, teaching ethical values to the leaders, and using a systematic and objective approach to assess morality in the environment.

Biography

Maasoumeh Barkhordari-Sharifabad is PhD in Nursing from Shahid Beheshti of Medical Science, Tehran, Iran in 2016. She has 10+ years of experience in nursing education. Publications include several journal articles and book (in Persian). She teaches in both the undergraduate and graduate programs in the areas of Nursing Research, ethics and management, Mental Health.

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