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Oman nursing training institutes - Nurse Educator's workplace empowerment, burnout, and job satisfaction: Testing Kanter's theory

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This study aim at identifying the level of Nurse Educator's workplace empowerment, burnout and job satisfaction utilizing Kanter's Theory. The study will use a correlation design to describe the interrelationship between burnout, job satisfaction, and empowerment. A target population of 250 nursing faculty across the 10 nursing institutes under the ministry of health of Oman who meets the stipulated inclusion and exclusion criteria will be included. The study will utilize online survey tools for self-assessment and evaluation the study will explore on the level of empowerment, burnout and job satisfaction among Nurse Educators around the sultanate specifically the faculty of nursing working in the ten (10) Ministry of Health Nursing Institutes who met the inclusion and exclusion criteria set by the proponents. An instrument is devised based on a reconstructed tool which is adopted by the proponents with permission from Dr. Heather Laschinger author of Nursing Work Empowerment Scale the adapted tool with modifications was sent to two experts for content validation and review.A pilot study will be initiated with the sample taken from the population to assess for the instrument reliability and validity the results will be treated with statistical test Cronbach Alpha with 0.05% margin of error. 95% reliability. The reliable tool will then be converted into an online tool where it will be shared through links among the respondents who met the criteria a focal point on each institute will monitor the progress of data collection. Collected information will be tabulated and statistically treated using the latest version of SPSS. The study will utilize consecutive sampling that requires recruiting all people from an accessible population. Data analysis will be done using SPSS Version 22.0 Descriptive and inferential statistics such as Manova and correlation coefficient's such as Pearson R will be utilized to seek the relationship. Results and findings will be interpreted to draw out recommendations and conclusions. The proponents would like to explore the level of which empowerment and job satisfaction affect stress level among faculty members. This study is geared towards identifying the factors that enhance global empowerment as well as job satisfaction and rule out the major causes of stress among its respondents. The study will explore on the level of empowerment, burnout and job satisfaction among Nurse Educators around the sultanate specifically the faculty of nursing working in the Ministry of Health Nursing Institutes. The information yielded from the study will be beneficial to faculty member's professional development. Results will be relayed to authorities to enhance further staff development activities that will enhance job satisfaction and empowerment and lessen staff burnout.

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