

The Impact of a Nurse Leader Development Program on Self-Efficacy, Intent to Stay, and Perceived Stress

Frankye T. Myers, MSN, RN, NE-BC (DNP Student)
Old Dominion University
Ellmer School of Nursing

Introduction

Many nurse managers (NMs) have been promoted based on their clinical expertise without formal leadership development. The aging and retiring nursing workforce has led to an increase in nurses being promoted to frontline leadership roles at an earlier stage (Buck et al., 2023). Nurse managers considered leaving their positions, citing burnout and a lack of work-life balance (Sherman, 2023). NMs need to be prepared to take on leadership roles. They require knowledge and skills to engage their teams, enhance their communication abilities, and analyze, utilize, and present data essential for achieving goals (Hawks, 2023). A supportive work environment and leadership development can improve a nurse manager's self-efficacy, reduce the impact of stress, and boost commitment and satisfaction in their roles (Bush et al., 2021).

Purpose/Research Questions

This study aims to determine the impact of an evidence-based nurse leader development (NLD) program on self-efficacy, intent to stay, and perceived stress levels. The project will evaluate the differences and examine the correlations among nurse managers (NMs) before and after participants receive the intervention.

RQ1: Are there differences in self-efficacy scores, intent to stay, and perceived stress levels among nurse managers before and after participating in a nurse leader development program?

RQ2: Is there a correlation between self-efficacy, intent to stay, and stress levels among nurse managers before and after participating in a nurse leader development program?

Research Design/Methods

Theoretical Framework: Bandura's Social Cognitive Theory (SCT) served as the theoretical framework for this study.

Research Design: A pre-experimental within group pretest-posttest design was utilized.

Sample: Convenience sample of at least 30 male and female nurse managers aged 18 years or older.

Data Collection: Anonymous surveys were administered to NLD participants using unique self-developed identifiers for comparative analysis. Data collection included measures of self-efficacy, intent to stay, and perceived stress levels.

Ethical Considerations: IRB approval obtained. Informed consent was obtained from all participants.

Analysis

This study employed a pre-experimental pretest-posttest design with a sample size of N=7. Data were collected through surveys and analyzed using SPSS 29.0 software. To address Research Question 1, Mann-Whitney U tests were conducted to compare pre-and post-intervention scores for self-efficacy ($p = .070$), intent to stay ($p = .338$), and perceived stress ($p = .669$). Research Question 2 was investigated using Spearman rho correlations to examine the relationship between variables. Results indicated significant correlations between self-efficacy, ($p = .686$), intent to stay ($p = .412$), and perceived stress ($p = .686$).

Results

The study included a small sample of seven participants aged between 31 and 40 years. Due to the limited sample size, the generalizability of the findings is restricted. While participants reported improvements in self-efficacy, intent to stay, and perceived stress levels, the primary outcome analysis revealed no statistically significant relationship or correlations between the intervention and baseline measures. Although qualitative feedback suggests potential benefits of the intervention, further investigation with a larger sample size is required to definitively establish its effectiveness.

Conclusions

Upon completion, the outcomes will support the time and financial investment in an organization's evidence-based nurse leader development program.



Significance

The findings will expand on current research and provide new knowledge to help advocate for and justify the resources, time, and financial investment needed to support a program of this nature.

References

References

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Contact Information

Frankye.Myers@rivhs.com