Volume : 3 | Issue : 4 | April 2014 • ISSN No 2277 - 8160

Research Paper | Management

Nurse's Designation Group: A Comparative Study Among Government and Private Hospitals

Dr.M.Lavanya

Senior Research Associate, National Foundation for Entrepreneurship Development, Ganapathy, Coimbatore

ABSTRACT

Nurses in managerial roles must be able to understand the conditions of promoting the expression of talent among team members. The present nursing administrators have been ill prepared to face those issues in all level of their administration. So there is a need for all nurses irrespective of their primary job, must assume responsibility for the management or administrative functions that are inherent in every nursing job. This research aims to find out the comparison of designation group variables among government and private hospital nurses. The Primary Data was collected from 401 nurses from Coimbatore District. Random sampling method was used to collect the Data. Questionnaire was the main tool to collect the pertinent data from the selected sample respondents.

KEYWORDS : Designation, Nurses, Age

Introduction

Nurse Leader provides the vision, skills, and tools needed by nurses currently in, or aspiring to, leadership positions. . Leadership can be defined as a multifaceted process of identifying a goal or target, motivating other people to act, and providing support and motivation to achieve mutually negotiated goals. In the daily life of a senior nurse, this could refer to coordinating the day/night shift and the team of nurses and support staff on duty under the direction of that nurse. The successful operation of the shift, staff morale and managing difficult or challenging situations depends largely on the senior nurse's leadership skills. Senior nurses should be able to develop other staff by enabling them to apply theory to practice and encouraging them to test new skills in a safe and supportive environment.

Review of Literature

The nurse's job performance also was significantly influenced by an administrative climate that established performance objectives for individual staff nurses and provided rewards based on the nurse's accomplishments. In addition to providing salient performance cues for staff nurses, the performance-reward climate also served to legitimize and reinforce the head nurse's formal leadership role. Under a strong performance oriented administration, assertiveness in implementing performance-reward policies as part of the leadership role had a strong influence on the nurse's job performance. However, in the absence of a strong performance-reward climate, the head nurse's assertiveness behavior tended to have an inverse effect on job performance (John E. Sheridan, Donald J. Vredenburgh, Michael A. Abelson, 1984). Jan Warner Ramey (2002) to examine the relationship between leadership styles of nurse managers and job satisfaction of registered staff nurses in hospital settings in an Appalachian state. A positive, moderate correlation was found between job satisfaction of registered staff nurses and transformational leadership of nurse managers. An inverse, weak relationship was found between job satisfaction of registered staff nurses and transactional leadership of nurse managers. The findings supported a positive relationship between transformational leadership styles and registered staff nurse job satisfaction.

Objectives

1. To Compare the Designation Group among Government Hospital Nurses
2. To Compare the Designation Group among Private Hospital Nurses

Hypothesis

H0: There is no significant relationship between Designation Group and Nurses

H1: There is a significant relationship between Designation Group and Nurses

Designation:

The Table 1, describes the sector wise distribution of the respondents based on the position. It is classified as Matron, Nursing Superintendent, Head nurse, senior staff nurse and Staff nurse.

Table 1: Comparison of Government and Private Hospital Nurses with respect to their Designation Group

Sl. No	Designation	Government Hospital		Private Hospital	
		Number of Respondents	Percentage of Respondents	Number of Respondents	Percentage of Respondents
1	Matron	1	1.0%	1	.3%
2	Nursing Superintendent	12	12.5%	10	3.3%
3	Head nurse	0	.0%	37	12.1%
4	Senior staff nurse	11	11.5%	101	33.1%
5	Staff nurse	72	75.0%	156	51.1%
	Total	96	100	305	100

It is inferred from the above Table 1, in government hospital more than 75 percent of the respondents are staff nurses and 12.5 percent of them are nursing superintendent. Only experienced nurses will be in the top level postings like matron, nursing superintendent, etc. seniority plays a major role in government hospital. It takes minimum 25 to 30 years for a staff nurse to become a matron or nursing superintendent. Some staff nurses without getting promoted and due to non-availability of vacancy for higher posting; they even get retired as staff nurses itself in the government hospital. Similarly in private hospital 51.1 percent are staff nurses and 33.1 percent of them are senior staff nurses. More than 5 to 10 experienced nurses will be posted under the designation of senior nurses in the private hospital.

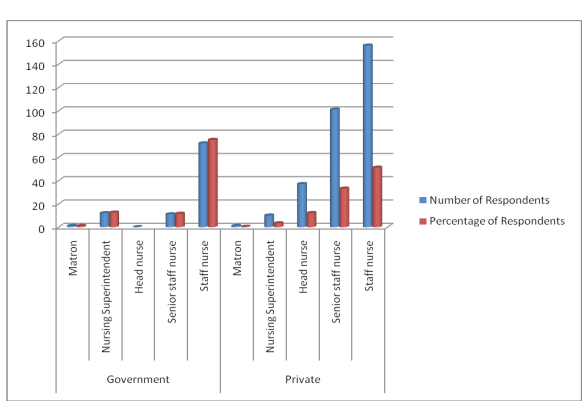

Exhibit 1: Designation wise distribution of Respondents

Table 2: Kruskal-Wallis Test for Designation group of both Government and Private hospital nurses.

Dimensions	Designation group	N	Mean Rank	Chi-Square	Df	Asymp. Sig.
Cultural Dimensions	Matron	2	236.50	17.717	4	.001*
	Nursing Superintendent	22	207.11			
	Head Nurse	37	205.86			
	Senior Staff	112	236.60			
	Staff nurse	228	181.82			
Leadership	Matron	2	363.00	25.634	4	.000*
	Nursing Superintendent	22	235.16			
	Head Nurse	37	164.85			
	Senior Staff	112	165.77			
	Staff nurse	228	219.46			
Organizational climate	Matron	2	325.50	7.939	4	.094 NS
	Nursing Superintendent	22	178.14			
	Head Nurse	37	226.15			
	Senior Staff	112	214.24			
	Staff nurse	228	191.53			
Organizational commitment	Matron	2	380.50	33.112	4	.000*
	Nursing Superintendent	22	179.95			
	Head Nurse	37	216.28			
	Senior Staff	112	245.68			
	Staff nurse	228	177.03			
Job satisfaction	Matron	2	79.00	9.753	4	.045*
	Nursing Superintendent	22	194.39			
	Head Nurse	37	222.32			
	Senior Staff	112	222.09			
	Staff nurse	228	188.89			
Safety Climate	Matron	2	192.75	20.942	4	.000*
	Nursing Superintendent	22	196.77			
	Head Nurse	37	217.20			
	Senior Staff	112	239.11			
	Staff nurse	228	180.13			

***- significance 5% , NS- Not significant**

From the Table 2, it is inferred that there is a significant difference between the designation group for Cultural Dimensions, Leadership, Organizational Commitment, Job Satisfaction and Safety Climate. The Organizational Climate for the designation Group has no significant difference. The Cultural Dimensions are low for the staff nurses and higher for the senior staff nurses. The Mean rank score of Head nurse is 164.85 which are lower than all the designation levels. The Organizational Climate for the Matron is high (Mean rank score=325.50) and low for Nursing Superintendent (Mean rank score=178.14).The Matron has higher Organization Commitment and lower Job Satisfaction than other designation levels. The Head nurse has higher Job Satisfaction. The Safety Climate for the Senior Staff is higher and Staff nurse is lower.

Table 3: Kruskal-Wallis Test for Designation group of the Government hospital nurses

Government or private	Dimensions	Designation group	N	Mean Rank	Chi-Square	df	Asymp. Sig.
Government	Cultural Dimensions	Matron	1	89.50	2.599	3	.458 NS
		Nursing Superintendent	12	49.79			
		Senior Staff	11	43.36			
		Staff nurse	72	48.50			
	Leadership	Matron	1	76.50	2.291	3	.514 NS
		Nursing Superintendent	12	56.13			
		Senior Staff	11	43.95			
		Staff nurse	72	47.53			
	Organizational climate	Matron	1	85.00	2.080	3	.556 NS
		Nursing Superintendent	12	47.50			
		Senior Staff	11	43.68			
		Staff nurse	72	48.90			
	Organizational commitment	Matron	1	92.50	3.215	3	.360 NS
		Nursing Superintendent	12	46.75			
		Senior Staff	11	41.95			
		Staff nurse	72	49.18			
	Job satisfaction	Matron	1	57.50	6.934	3	.074 NS
		Nursing Superintendent	12	60.46			
		Senior Staff	11	30.55			
		Staff nurse	72	49.13			
	Safety Climate	Matron	1	58.50	.867	3	.833 NS
		Nursing Superintendent	12	50.00			
		Senior Staff	11	41.68			
		Staff nurse	72	49.15			

***- significance 5% , NS- Not significant**

From the Table 3, it is inferred that in the Government hospital, there is no significant difference between the designation group for the Cultural Dimensions, Leadership, Organizational Climate, Organizational Commitment, Job Satisfaction and Safety Climate. The Matron has higher Cultural Dimensions, Superior nurse Leadership, Organizational Climate, Organizational Commitment and Safety Climate. The senior staff nurse has got lower Cultural Dimensions, superior nurse Leadership, Organizational Climate, Organizational Commitment and Safety Climate compared to other designation levels of nurses. The Nursing Superintendent has got higher Job Satisfaction in the Government hospital.

Table 4: Kruskal-Wallis Test for Designation group of the Private hospital nurses

Government or private	Dimensions	Designation group	N	Mean Rank	Chi-Square	df	Asymp. Sig.
Private	Cultural Dimensions	Matron	1	58.00	17.308	4	.002*
		Nursing Superintendent	10	169.50			
		Head Nurse	37	150.54			
		Senior Staff	101	179.44			
		Staff nurse	156	136.02			
	Leadership	Matron	1	285.50	12.387	4	.015*
		Nursing Superintendent	10	162.00			
		Head Nurse	37	142.96			
		Senior Staff	101	132.56			
		Staff nurse	156	167.19			
	Organizational climate	Matron	1	241.00	3.084	4	.544 NS
		Nursing Superintendent	10	191.50			
		Head Nurse	37	153.46			
		Senior Staff	101	152.20			
		Staff nurse	156	150.38			
	Organizational commitment	Matron	1	297.00	23.333	4	.000*
		Nursing Superintendent	10	159.15			
		Head Nurse	37	152.66			
		Senior Staff	101	182.86			
		Staff nurse	156	132.43			
	Job satisfaction	Matron	1	12.00	4.318	4	.365 NS
		Nursing Superintendent	10	156.50			
		Head Nurse	37	150.80			
		Senior Staff	101	162.63			
		Staff nurse	156	147.96			
	Safety Climate	Matron	1	199.50	19.162	4	.001*
		Nursing Superintendent	10	226.75			
		Head Nurse	37	141.76			
		Senior Staff	101	173.08			
		Staff nurse	156	137.64			

***- significance 5% , NS- Not significant**

From the Table 4, it is inferred that in the private hospital, there is a significant difference between the designation groups for the Cultural Dimensions, superior nurse Leadership, Organizational Commitment and Safety Climate. There is no significant difference between designation group for the Organizational Climate and Job Satisfaction. The Matron has low Cultural Dimensions (Mean rank score= 241.00), higher Organizational Commitment (Mean rank score=297.00) and low Job Satisfaction (Mean rank score=12.00).

Conclusion

Nurses develop a plan of care, working collaboratively with physicians, therapists, the patient, the patient's family and other team members, that focuses on treating illness to improve quality of life. The study is carried out with the various nursing designation level and their perception towards their organizational climate were analyzed. In the Government hospital there is no significant relationship between designation and Organizational Climate Dimensional variables. In the Private hospital there is a significant relationship between Designation group and Cultural dimensions, Leadership, Organizational Commitment, safety Climate. The result shows that the designation group influences more on their Organizational Climate. There should be more administrative care, Leadership Style, Group Cohesiveness should be maintained in the private hospital which will result in a good Organizational Climate.

REFERENCES

• Jan Warner Ramey(2002), "The Relationship Between Leadership Styles of Nurse Managers and Staff Nurse Job Satisfaction in Hospital Settings", Marshall University College of Nursing and Health Professions Huntington, West Virginia ,Thesis Submitted for the Degree of Master of Science in Nursing August 9, 2002 | • John E. Sheridan, Donald J. Vredenburgh, Michael A. Abelson (1984), "Contextual Model of Leadership Influence in Hospital Units", The Academy of Management Journal, March 1984: Vol. 27, No.1, pp. 57-78 | • Komal Khalid Bhatti and Samina Nawab(2011), " Determinants of Organizational Commitment in Banking Sector", International Journal of Academic Research, July 2011, Vol. 3, No. 4, pp.468-474 | • Lafollette and Sims (1975), "Is Job Satisfaction Redundant with Organizational Climate?", Organizational Behavior and Human Performance,1975; Vol.13, pp.257-278 | • Majd Tawfeeq Mrayyan (2005). "Nurse job satisfaction and retention: comparing public to private hospitals in Jordan", Journal of Nursing Management, January 2005,Vol.13,No.1,pp. 40-50 | • Peek.R.C (2003), "The Relationship between Organizational Climate and Job satisfaction as reported by institutional research staff at florida community colleges. Unpublished PhD dissertation, university of Florida. | • Robert M. Guion(1973), "A Note on Organizational Climate", Organizational Behavior and Human Performance, February 1973,Vol 9,Issue 1,pp. 120-125 |