



Factors Affecting on Work Empowerment among Nurses at Main Assuit University Hospital

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Abstract:

Abstract Over the past several decades, the traditional superior- subordinate model for management has given way to more democratic approaches. A core concept for most of these new approaches to management is empowerment. `Empowerment is management practice of sharing information, rewards, and power with employees so that they can take initiative and make decisions to solve problems and improve service and performance. Aim: Is to study factors that promote empowerment among nurses at Main Assuit University Hospital. Subject and method: The research design a comparative descriptive design, study subject consisted of (237) staff nurses working at Main Assuit University Hospital. The data collected through self administered questionnaire includes demographic data sheet and work empowerment promoting factors scale which developed by Shelton (2002).Results: There is significant difference among different departments regarding empowerment competence, empowerment self-determination and interactional justice. There were no statistically significant differences between all factors of empowerment with sex and levels of education among the studied nurses. The study concluded that empowerment meaning, competence, self determination and its' impact will promote nurses empowerment rather than procedural justice and international justice which present as regard to department, age, sex, level of education, years of experience. So, nurse managers must provide staff nurses by sources of job-related empowerment, namely access to opportunities, information, support and resources and nurses should be allowed to participate in decision making to empower them, as well as increasing their feeling of autonomy

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