



شبكة المعلومات الجامعية  
التوثيق الإلكتروني والميكرو فيلم

# بسم الله الرحمن الرحيم



**MONA MAGHRABY**



شبكة المعلومات الجامعية  
التوثيق الإلكتروني والميكروفيلم



# شبكة المعلومات الجامعية التوثيق الإلكتروني والميكروفيلم



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# جامعة عين شمس

## التوثيق الإلكتروني والميكروفيلم

### قسم

نقسم بالله العظيم أن المادة التي تم توثيقها وتسجيلها  
علي هذه الأقراص المدمجة قد أعدت دون أية تغيرات



### يجب أن

تحفظ هذه الأقراص المدمجة بعيدا عن الغبار



**MONA MAGHRABY**

**Staff Nurses Perception Regarding Nursing  
Managers` Leadership Practices and it`s  
Relation to Their Knowledge  
Sharing**

*Thesis*

*Submitted for Fulfillment of the Master Degree in  
Nursing Science (Nursing Administration)*

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2020**

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*The candidate  
**Mervat Tharwat Hussein***

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***List of Abbreviations***

<b>Abb.</b>	<b>Full term</b>
<b><i>LPI</i></b>	Leadership Practices Inventory.
<b><i>ICT</i></b>	Information and Communication Technology.
<b><i>PC</i></b>	Personal Computer.
<b><i>MTW</i></b>	Model The Way.
<b><i>ISV</i></b>	Inspire a Shared Vision.
<b><i>CTP</i></b>	Challenge The Process.
<b><i>EOA</i></b>	Enable Others to Act.
<b><i>ETH</i></b>	Encourage The Heart.
<b><i>KM</i></b>	Knowledge Management
<b><i>KS</i></b>	Knowledge Sharing
<b><i>NICU</i></b>	Neonatal Intensive Care Unites
<b><i>ICU</i></b>	Intensive Care Unite



## Staff Nurses Perception Regarding Nursing Managers` Leadership Practices and It`s Relation to Their Knowledge Sharing

### Abstract

**Background:** Leadership practices and knowledge sharing are major factors for the success of organizations. **Aim:** The study aimed at assessing staff nurses perception regarding nursing managers` leadership practices and it`s relation to their knowledge sharing. **Subjects and Methods:** A descriptive correlational design was used in carrying out this study. The study was conducted at El Sheikh Zayed Al Nahyan Hospital and study subjects were 129 out of 190 staff nurse. Data collection tools were Leadership Practices Inventory and Knowledge Sharing questionnaire. **Results:** Staff nurses' perceived their nurses managers' leadership practices were high frequency (76.44%) as less than three quarters of them had high perception level toward total leadership practices. Also, staff nurses had high level of individual knowledge sharing (83.4%) and organizational knowledge sharing (80.2%). In addition, staff nurses had high level of total knowledge sharing (82.3%). **Conclusion:** There was positive statistical significant correlation between nurse managers' leadership practices and staff nurses knowledge sharing. **Recommendations:** Leaders need to facilitate knowledge sharing by building positive work environment and listen to the dreams of nurses for creating trust and emotional relationships with them to enhance their knowledge sharing and builds.

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**Keywords:** Knowledge sharing, Leadership practices, Staff nurses.

## Introduction

The uncertainty in the health care field, particularly in nursing, makes the next millennium an important time for nurses to develop leadership skills. One of the greatest challenges faced in the nursing profession is developing future nurse leaders. To respond to changing technological and social forces, new managerial responsibilities requiring nurse administrators who are knowledgeable in all aspects of leadership. The leader's role must take on new dimensions to facilitate quality outcomes in patient care and meet organizational goals and objectives. Nursing practice and nursing leadership are not solo acts and nurses do not practice nursing in isolation from others as nursing leadership is not practiced in a vacuum (*Abd-El Rahman, 2017*).

Leadership is "the art of mobilizing others to want to struggle for shared aspirations". Leadership has four principles. First, leadership is everyone's business. Second, leadership is a relationship between those who aspire to lead and those who chose to follow. Third, leadership is learned either through trial and error, or observation of others, or education. Finally, leaders make a difference by being a positive force in the world and

demonstrating the five practices of exemplary leadership(*Kouzes and Posner, 2012*).Nursing leaders practice and education that developing the knowledge sharing behaviour of nurses interacting with members of other organizations can lead to better innovative performance (*Asurakkody &Hee, 2020*).

Leadership model which measures five leadership practices consistent with transformational leadership style, including behaviours associated with: model the way, which involves two strategies: setting the example by behaving in ways that are consistent with shared values; achieving small "wins" that promote consistent progress. Inspire a shared vision, which involves two strategies: envisioning an uplifting future; enlisting others in a common vision by appealing to their values, interests and dreams. Challenge the process, which involves two strategies: searching out challenging opportunities to change, grow, innovate, and improve; experimenting taking (*Kouzes and Posner, 2017*).

Additionally, enable others to act, which involves two strategies: fostering and collaborating better understanding of what leadership practice is by promoting cooperative goals and building trust; strengthening people by providing choice, and developing competence,

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