



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم

بسم الله الرحمن الرحيم



MONA MAGHRABY



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شبكة المعلومات الجامعية التوثيق الإلكتروني والميكروفيلم



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MONA MAGHRABY

The Effect of Leadership Program on Leadership Practice among Nurse Managers

Dissertation

Submitted for Partial Fulfillment of the Requirements of
Doctorate Degree in Nursing Administration

By

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2019

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

قالوا

لسبحناك يا معلم لنا
إلا ما علمتنا إنك أنت
العليم العظيم

صدق الله العظيم

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List of Abbreviations

Abbrev.	Title
NMs	Nurse managers
LDP	Leadership development program
CR	Contingent reward
MBE	Management-by-exception
LPC	Least Preferred co-worker
RN	Registered nurse
TL	Transformational leadership
LP	Leadership practice

ABSTRACT

The Effect of Leadership Program on Leadership Practice among Nurse Managers

Abstract

Background: Leadership has become an important aspect of management practice in the changing health care environment. Globally, leadership has important implications for all stakeholders in healthcare disciplines with responsibility for maintaining high standards of care. **Aim:** This study aims at identifying the effect of leadership program on leadership practice among nurse managers. **Design:** A Quasi experimental research design was used. **Setting:** This study conducted at Aswan University Hospital. **Subjects:** Total study subjects included 40 nurse managers. **Tools of data collection:** three data collection tools were used namely; nurse manager's needs assessment sheet, knowledge questionnaire sheet and leadership practice scale. **Results:** There was a highly statistically significant difference between nurse managers total leadership knowledge before, and immediately after implementing the program. While, there was a statistically significant difference between before and after three months of implementation the program. The lowest leadership practice level was among nurse managers at pre training phase. Moreover, as observed among nurse managers at post and follow up training phases the total leadership practice level was increased markedly. **Conclusion:** There were statistically significance positive correlations between total leadership knowledge and of total leadership practice among nurse managers. **Recommendations:** Establishing more leadership development programs. Creating different strategies for promotion based on competences and performance.

Keywords: Nurse Manager, leadership practice, leadership program, leadership effectiveness