The Role of Leadership Empowerment in Achieving the Professional Creativity among Nurses Working at Governmental Hospitals in Gaza Strip

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M.Sc. Thesis

Jerusalem-Palestine

1441 / 2019
The Role of Leadership Empowerment in Achieving the Professional Creativity among Nurses Working at Governmental Hospitals in Gaza Strip

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A Thesis Submitted in Partial Fulfillment of Requirements for the Degree of Master of Nursing Management /Faculty of Health Professions/Al-Quds University

1441-2019
Al – Quds University
Deanship of Graduate Studies
Faculty of Health Professions / Nursing Management

Thesis Approval

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Jerusalem – Palestine
1441 / 2019
Dedication

To the greatest man I have in my life, the light of my life...

my lovely Father.

To the biggest heart with the most loving care, who sacrificed a lot for me to become what I am now, my Mother

To my Wife who supported me through each step of the way and for being for me the greatest source of inspiration...

To the light of my eyes... my Sons

To all those who encouraged, supported, and helped me all the way.

I dedicate this research for all of them ...

Esam Sade Nabhan
Declaration

I certify that this thesis submitted for the degree of master is the result of my own research, except where otherwise acknowledged, and that this thesis or any of its parts has not been submitted for higher degree to any other university or institution.

Signed

Esam S. Nabhan

Date:   /   /
Acknowledgment

I express my praise and gratitude to Allah who granted me the strength, patience and capability to complete this research.

I owe heartfelt thanks and gratitude to my academic supervisor Dr. Yousif M. Awad, who exerted a lot of his time, knowledge, efforts and patience in supervising this research and encouraging me to do the best.

Sincere thanks and recognition are extended to Dr. Hamza Abedelgwad for his immense contribution, guidance and support.

I would like to thank all academic and administrative staff of the Faculty of Health Professions, Al-Quds University for their guidance and collaboration.

I would like to thank my colleagues and my friend Mohammed Omar Al Kahlout for their special and valuable support.

I would like to thank all health professionals who participated in this study for their cooperation and participation in this study.

Esam Sade Nabhan
December, 2019
Abstract

Leadership Empowerment is one of the critical issues in stimulating creative behavior and prepare it to meet the new changes in the healthcare working environment, the overall aim of this study is to assess level of leadership empowerment in achieving the professional creativity at governmental hospitals in Gaza governorates. The design of the study is a descriptive, analytical and cross-sectional study. All major governmental hospitals from each governorate was selected. The target population is classified into two groups: the first group was nursing supervisors (NS) which included head nurses and NS and the second group was supervisees (Senior nurses) "SN". All NS were included in the study and stratified systematic random sample was selected for the SN group. The response rate for NS was 80.0% and for the SN it was 93.5%.

Most of the sample were Male, they were representing 62% and 38% of them were females in NS and SN. Regarding Age group, most of the age group up to 30 years about 47.7% in SN, but in NS most of the age group was more than 41 years. According to the years of experience among SN the majority of SN (64%) had work experience up to 10 years, but NS 52.8% of the supervisors were having experience from 11-20 years. About 79.3% of them know rights of job and 88.9% know duty of nurse's job. These answers made 77.2% of participant reported work in favorite department. According characteristic of NS, the participation of heads nurse about 95 nurses by 53%, while the participation of clinical supervisors were 85 supervisors by 47%.

The level of leadership empowerment from point of view NS there is a high level of leadership empowerment (83.5%) for SN, which is a very high degree (73.9%) level of professional creativity among nurses as result of the leadership empowerment of them by NS. But, from view SN level of leadership empowerment is a moderate degree (63.5%) for SN from NS. and level of professional creativity is a high degree of professional creativity (76.5%) among SN.

According gender there is no significant difference to leadership empowerment attributable to the gender variable in relation to SN questionnaire, while there are differences on leadership empowerment by gender in the questionnaire of supervisors in three dimensions are (effective participation, supporting environment, cooperative work and total) and the differences were in favor to females. According to the age there are statistically significant differences on leadership empowerment. And the difference between age groups in favor of the 41-49 group in SN, while the differences in the questionnaire supervisors were in favor of the age group 32-40. According educational level and experience there is no statistically significant differences.

But the gender in professional creativity, there is no significant difference attributed to the gender variable in relation to SN questionnaire.

Keywords: Leadership Empowerment - professional creativity - Nursing Supervisors - Senior nurses
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