Study of leadership styles among departmental heads of nursing and other allied hospital supportive services.

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Introduction
A leader motivates and directs people in the organization to perform effectively and efficiently. The key to success of the leader is his ability to understand, communicate and act accordingly depending on the situation. There are three different styles of leadership being such as authoritarian with close supervision of followers, democratic style which shares the decision making abilities and Laissez-faire which gives full powers to make decisions to the followers. We studied the dominant style of leadership among a group of heads in our setting.

Objectives
1. To understand the leadership behavior of the Heads of the departments or units
2. To analyze the concept of Leadership for the heads of the units and make conclusions and recommendations for further change in behavior for better performance of the group.

Methods
Fifty departmental heads of nursing and other allied hospital supportive services were requested to answer a 15 component structured questionnaire to assess the dominant style of leadership. (www.sagepub.com/northhouseintro2e.htm/questionnaire/99527-03a.pdf) The sample (N = 50) of heads or unit in charges of departments were selected among all Nursing, Pharmacy, laboratory, Radiology and from other supportive services.

Results
The mean age of participants was 31±7.76 yrs (23 to 58 yrs). The overall mean experience of 8.4±2.78 yrs. 26 heads were less than 30 yrs with mean experience of 4.7±2.6 yrs and 22 were more than 30 yrs are having 13±8.3 yrs. On Comparison the scores of authoritarian (<30 = 20.61±2.69 and >30 = 22.23±3.34, P = 0.06), democratic (<30 = 24.79±2.06 and >30 = 25.64±2.34, P = 0.17) and Laissez-Faire (<30 = 18.29±3.46 and >30 = 20.68±4.02, P = 0.02). Authoritarian and democratic type of leadership showed higher range of scores whereas Laissez-Faire style showed moderate range.

Conclusions
Authoritarian leadership and Democratic styles were dominant followed by Laissez – Faire in our hospital. Authoritarian leadership builds professional relationship for regulation of policies whereas democratic serves as tool to people’s skills and Laissez – Faire style provides guidance and support to followers.

Leadership style     Age (Yrs)   N     Mean     SD     Minimum   Maximum   P     Overall
Authoritative
<30          26          20.61  2.69     16        25         0.06       High-range
>30          22          22.23  3.34     16        28
Democratic
<30          28          24.79  2.06     20        29         0.17       High-range
>30          22          25.64  2.34     20        30
Laissez-
faire
<30          28          18.29  3.48     14        25         0.02       Moderate
>30          22          29.68  4.02     14        27

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