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Nursing Leadership: A Concept Analysis

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ABSTRACT

Background: Nursing is a demanding career that needs strong role models and mentors who can motivate and inspire their colleagues.

Objectives: The study's overarching objective was to conduct a conceptual review of nursing administration.

Methodology: Concept analysis using (Walker and Avant's, 2005) concept analysis method, and review of the literature was conducted using several databases, "nursing leadership", "nursing", "leadership", "nurse" and "leadership" were searched as keywords. **Data sources:** PubMed, CINAHL and Google Scholar.

Results: Leadership attributes in nursing were found in this study as self-improvement, teamwork, nursing excellence, creative problem solution, and sway. As with any profession, nursing leadership is predicated on the individual's development, the establishment of trustworthy relationships, and the absolute necessity of the position itself. Many positive outcomes emerged, including higher levels of nursing productivity, the creation of a more cooperative workplace, and increased satisfaction with one has chosen career path.

Conclusion: The findings from this research demonstrate the efficacy of nurse leadership. The results also provide theoretical backing for the contention that nurses of all stripes would benefit from taking leadership training.

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INTRODUCTION

As a profession, nursing has a tendency to attract and cultivate strong natural leaders. Real leadership is demonstrated by one's ability to inspire others to work toward shared goals. Leaders are those that prioritize their organizations' goals and strive to always do the right thing. Because of the demanding nature of the nursing profession, it is essential to have leaders who can inspire and motivate their followers. One of the most challenging challenges facing the nursing profession today is

recognizing and educating nurse leaders in an ever-changing and demanding healthcare environment.

Concepts are useful for learning how similar our experiences are by bringing together all of their related components. Primal, physical, or abstract concepts are all possible. The purpose of a concept study is to learn more about the specifics of a concept. It uses a more formal mode of expression to convey these crucial characteristics (26, 14). In numerous ways, Jean Watson's idea of human caring links to the leadership role. As Watson put it, she

wanted to "present nursing as a different entity, a profession, a discipline, and a science in its own right, distinct from medicine yet complimentary" (10). The leadership style that has been supplied is also reflected in the experiences of the people. These life events shape individuals into the leaders they eventually become.

As nurse leaders become increasingly aware of the relationship between a stronger team and better outcomes in patient quality and safety, learning how to incorporate actions for strategic, long-term success into day-to-day practice is vital. On any given day, a nurse leader will problem solve for difficulties pertaining to bedside care, patient safety, financial limits, and staffing shortages. Even the most experienced nurse leader has significant challenges when it comes to performing well under pressure and dealing with the myriad of daily snags.

Nursing leadership became important due to the change in the role of the nurse (24, 33). As the health care service is diversified and specialized for a wider range of functions including health management of various groups within the community, such as prevention and health promotion, as well as treatment-oriented, nurses are becoming more specialized.

RESEARCH PURPOSE

This study was conducted according to the conceptual analysis procedure (37). Clear attributes through systematic analysis of the concept of leadership establish a theoretical basis for developing nursing leadership competency.

RESEARCH DESIGN

This study examines the definition, purpose, relationship, and root of specific concepts through a literature review (37). Systematically analyze events, processes, and references. Concept analysis of nursing leadership by applying the conceptual analysis method of, This is also a study, and the specific procedure is as follows:

- Choose a concept.
- set the purpose of conceptual analysis.

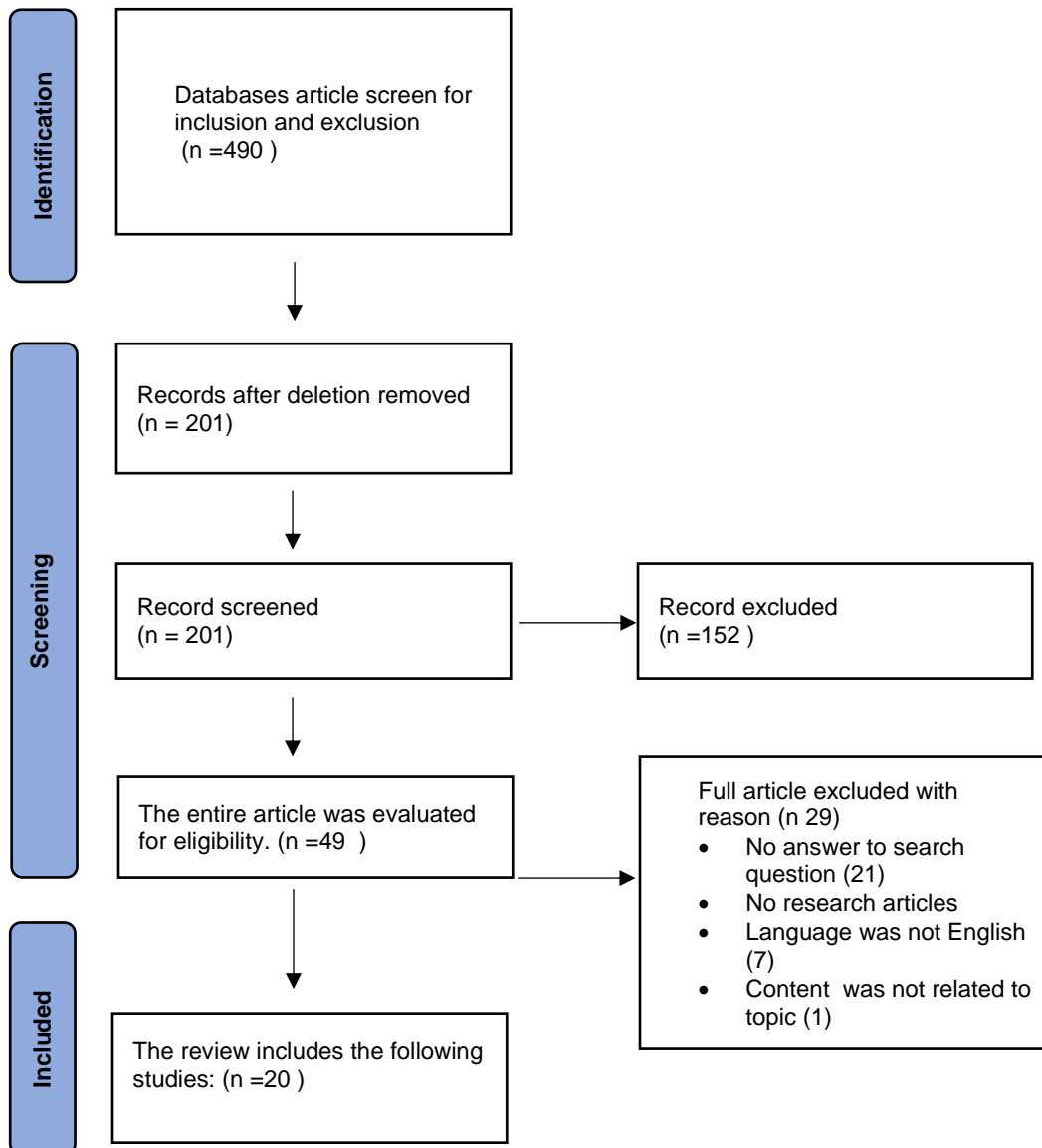
- Validate each instance of the concept.
- Identify the critical properties of the concept.
- Present a model example of the concept.
- Give additional examples of concepts.
- Check the antecedent factors and results of the concept.
- Confirm the empirical basis of the concept.

METHODOLOGY

The concept analysis methodology described by Walker and Avant (2005) will be used to explain the concept of nursing leadership. The literature review was completed using the following databases: Each database was searched using the following keywords PubMed, CINAHL, and Google Scholar were used to conduct the literature search. Key terms such as "nurse leadership," "nursing," and "staff nurse" were used to search each database. The search was not limited to any period from 2017 to 2022 "nursing leadership", "nursing" & "leadership", "nurse" & "leadership" were searched as keywords.

The initial screening involved looking over the citations' titles and abstracts; publications were disqualified if they were found to be promotional materials, book reviews, interviews, conference proceedings, dissertations, or articles. Excluding everything to do with leadership in health care or allied health, and citations that could not be retrieved for the study in question. review. Following the main screening, 409 citations were eligible for the secondary screening. The second screen, if you will. This consisted of reading the citations in their entirety and reviewing them. During On this screen, our objective was to disqualify items if they were deemed unrelated to the discussion after careful consideration, and if there was not a primary focus on the function within clinical leadership. Clinical staff nurses are nurses who work in hospitals and other medical facilities. There are 20 Articles were found that explored leadership in the context of the staff nurse, and those articles were used in this concept analysis. The analysis was carried out on those articles.

Figure (1): PRISMA



CONCEPTS IN LITERATURE

1. Use of leadership concepts in other disciplines

Leadership was early considered as a key topic in politics and sociology. Modern organizations' existence and success, however, are heavily reliant on it. As it is acknowledged as a cow, numerous domains like as corporate organization, education, religion, and military are being examined with interest

(3). In social psychology, interactions between individuals and groups influence of individuals or groups, and group responses. Research on group psychology, such as changes in concentration, group communication, and group functions. In politics and public administration, institutions and governance in organizations are studies on related domination, control, governance, and power are conducted (23, 31).

2. Use of leadership concept in nursing literature

A leader is a person who people choose to follow of their own and without coercion ⁽⁹⁾ described leadership as the process by which an individual persuade a follower to act in a desirable manner ⁽⁵⁾. described leadership as, “the art of energizing people to desire to strive for shared aspirations” (p. 30). Nursing leadership is a compound word of ‘nursing’ and ‘leadership’. American Nurses Association stated that “Nursing is for all individuals, families, and communities. Knowledge necessary to restore health, prevent disease, maintain and promote health, It’s an activity that directly helps to build energy, will, and resources.” is defining Leadership as the maintenance of group goals or internal structures. Members voluntarily participate in group activities to achieve their goals. It is the ability to induce to achieve ⁽⁴⁾.

Taken together, nursing leaders ten means that all nursing recipients have the necessary knowledge related to health, directing or leading the development of energy, will and resources, and members voluntarily participate in group activities for the purpose of the organization. It refers to the ability as a leader to participate and lead to achieve it. According to the American Association of Nursing Colleges, leadership skills are ethical and non-ethical. Decision-making, effective work relationship formation and maintenance, and professional teams, mutual respect for communication and collaboration, co-nursing, delegation, conflict resolution it is required in a series of processes such as strategy establishment, and basic nursing leadership is a system that recognizes complex systems and powers, policies, and guidelines ⁽²²⁾ Nursing leadership is all members performing nursing duties regardless of department and rank to effectively fulfill the overall needs of the nursing role in the position of and the intrinsic personality of the individual necessary to proactively achieve performance. Characteristics (collections of knowledge, skills, and attitudes) that the nursing manager has. It is not a

one-way management technique for nursing staff, but a nurse with multi-directional influence that not only Liza but also general nurses exert defined as a process ^(8,9).

Therefore, leadership is an individual action or a group important for shaping behavior as well as linking these behaviors to organizational performance this could be one factor. The current health care environment is constantly changing and new information, new perspectives, new changes and challenges are coming. According to a leader who can think carefully and move with changes and creative nurses are required. Nursing leaders are run to formally lay the foundation for a positive approach to change. All nurses are committed to improving the quality of patient care and clinical practice. They must participate in change ⁽³³⁾. To meet the needs of these times, self-leadership, transformational leadership, emotional leadership, genuine leadership, various leadership such as such are being applied in nursing organizations ⁽¹⁸⁾. Looking at the leadership concept used in the nursing literature, self-leadership is accurate judgment and will, to help others consider and heal demonstrating professional ability with a passion for in the field, nurses can take care of themselves with autonomy, activity, and creativity, it is the influence on the law, and through this, the growth of individual nurses and the goals of the nursing organization ⁽²⁷⁾.

In addition, the American Nursing Association in the society, leadership in the practice of the nursing profession is development is required helps followers achieve outstanding results and leads themselves to inspire and motivate them to develop their competencies, and to make them leaders. Transformational leadership is defined as helping people grow into is emphasizing emotional leadership means that the leader understands himself Not only that, but also understand and consider the nurse's emotions and needs, and present a common vision to the city and naturally lead the members It is the ability ^(2, 30).

Emotional leadership is the relationship between a nursing manager and a nurse. By improving relationships, efficient human resource management is possible. As a result, it affects the job satisfaction and organizational commitment of nurses (35).

Nursing organization performance by promoting individual nurse professionalism and creativity seen to affect however, this is inherent in nursing the concept of leadership verified in business administration. Most of the studies applied to the nursing organization and confirmed the related variables.

There is little literature that has defined the concept of nursing leadership in it can be said to be true.

PROPERTIES OF A CONCEPT

Determining the properties of a concept is the core of conceptual analysis. This is see which attributes are most closely related to the concept. It provides a wide range of insight into the concept (37). Leader as a result of examining the literature on how twelve is being used, record the characteristics of concepts appearing in blessing and the properties are arranged.

List of Criteria for Nursing Leadership Attributes

- Nurses are self-reflecting and self-aware of their roles, recognize it positively and develop it.
- Nurses know how to use effective means contribute to the creation of nursing outcomes.
- Nurses demonstrate nursing expertise to improve nursing job performance and to actively perform their duties.
- Motivate and encourage the nurse herself or her colleagues.
- Become a mentor or role model to teach support your colleagues to get wet.
- As a nurse, it inspires the formation of professionalism and vision.
- Requires communication and interpersonal skills.

- Requires teamwork strategy, team empowerment, and collaboration.
- Create a positive work atmosphere, share knowledge, and change lead the way
- Systematic, critical, and comprehensive thinking skills are required.
- Approach problems in a different way and solve them creatively goes.

NURSING LEADERSHIP ATTRIBUTES

In this study, with reference to the provisional standards, the definition of 'nursing leadership'. The identified attributes of 'nursing leadership are development, teamwork, nursing proficiency, originality in problem resolution, leadership, confirmed as detailed attributes. Looking at each property in Table. 1 attributes.

That is, the thinking and behavioral strategies used to exercise self-influence is one the detailed attribute 'self-reflection' refers to the self as it is harm and accept oneself (1). 'Self-regulation' is what you do know what you can and cannot do and make meaningful efforts to do (34, 36). 'Self-management' refers to self-influence thoughts and behaviors used to strike, that is, to exercise self-influence. It promotes responsibility and control as an integral part of this strategy (16).

'Realization' means to develop a self-image with the capabilities and qualities of a leader who leads by himself. to form good win (17). Personal growth in nursing leadership to focus on improving management competency and management ability for nursing targets self-direction through self-reflection, self-regulation, self-management and self-actualization is to develop the capabilities and qualities of a leader (1, 22, and 38).

The conceptual attributes of nursing leadership are first, personal growth: self-management. Self-esteem with a focus on improving competency and management ability for nursing targets Self-led through self-regulation, self-regulation, self-management, and self-actualization developing the

capabilities and qualities of the patient. Second, cooperation: A multidisciplinary team that respects and communicates with each other to solve problems. Achieving organizational goals based on work. Third, excellence in nursing gender: innovative and creative based on skilled nursing practice. The role of a professional senior nursing practitioner who provides high-quality nursing services to perform. Fourth, creative problem solving: on various nursing problems self-awareness of the role, critical thinking and diverse information Innovative nursing work by developing creatively using. Fifth, Impact: Providing the best nursing and health care to achieve this, members share a common vision and purpose and

cooperate through professional and creative problem solving within the system, public health by achieving organizational goals and creating a new organizational culture to contribute to the promotion and establishment of various nursing and health care policies.

The prerequisites for nursing leadership are first, personal maturity, second, formation of mutual trust relationship, third, was identified as job demand. Such the results appearing, as antecedent factors were improved nursing productivity, supportive job. Three factors were identified: environment creation and nursing professional satisfaction.

Table (1): attributes

Attributes	Sub-attributes
Personal growth	Self-realization, self-control, self-management and Self-reflection.
Participation	Understanding and compassion of diversity Communication, personal connections, team work
Excellence in nursing	Professionalism, role modeling, Proficiency.
Problem solving Creative Influence	Creativity, decision making. Utilization of problem solving tools, Critical thinking, Ability to lead, attainment of objectives Organizational culture and health policy development

RESULT

As a result, the quantity and quality of nursing care a supportive, cooperative, and trusting organizational culture creates a supportive work environment, appears to be formed. In addition, the current nursing organization transformational leadership, self-leadership, genuine leadership is to develop individual competencies with their voluntary efforts and passion. Stimulate the application of professional knowledge and skills in practice and creative work improvement not only improves nursing productivity, but also improves nursing professional satisfaction ⁽²⁰⁾.

DISCUSSION

No single theory of leadership has been identified by researchers ⁽⁴⁰⁾ hence the leadership of leadership is still open to numerous interpretations ⁽¹⁸⁾. While definitions may vary, they generally agree that leadership is the exercise of conscious control over subordinates for influencing their behavior and the outcomes of a group's or organization's activities and connections ^(13, 8). This is in line with the idea that staff nurses can take on leadership roles centered on ensuring that patients receive the best possible care.

Nursing leadership must be viewed in the larger context of the culture of the organization in which it takes place. The norms and expectations that permeate an organization are shaped by its culture,

which is defined by its values, assumptions, and beliefs (23).

Leadership is it not a static characteristic of an individual or a group, but a blessing of the interpersonal process. Coalescence, whereby individuals cooperating with group and individual goals Influencing and motivating others to facilitate achievement (1, 16, and 22). Therefore, in order to motivate members this means spontaneity and self-direction, meaning and responsibility for the job, and reward Self-reliance must come first. Leadership is interactive, interactive, and transformative, as a cooperative and adaptive process (20).

CONCLUSION

This study aims to clarify the concept of nursing leadership, which has recently been attracting attention. The purpose of concept selection and analysis according to the steps of Walker and Avant Decision making, checking all uses of a concept, judging the properties of a concept. model case confirmation, review of additional cases, confirmation of antecedent factors and results, determination of empirical criteria the process was carried out.

Nursing leadership is characterized by personal growth and cooperation, excellence in nursing, creative problem solving, influence, and individual maturity as a preceding factor and, mutual trust relationship formation, and job requirements were identified antecedent factors. The results indicated by the improvement of nursing productivity and supportive work environment. It was confirmed by gender and nursing professional satisfaction. This study is through the exploration of the concept and attributes of leadership in the field of nursing. Setting a desirable direction for nursing leadership education and nursing leadership competency, it is significant in that it has laid the foundation for development.

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