ABSTRACT

Title: NURSE’S MANAGERIAL FUNCTIONS: IMPORTANCE, INVOLVEMENT, BARRIERS AND FACILITATORS
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The changes in the health care environment have also brought changes in the scope and contents of nurse manager practice across all levels of management. The pressure to understand the changing roles and functions of nurse managers is growing as these affect the quality of nursing services.

This study aimed to determine the management activities performed in the different levels of management and the skills necessary to perform them. It also aimed to determine the relationship between a nurse manager’s extent of involvement in these activities and the following: hospital size, type of hospital, level of managerial position, education and length of experience in current managerial position. It also identified the facilitators and barriers to their involvement.

This study utilized descriptive quantitative design as well as replication and extension strategies. Respondents included 152 nurse managers working in general hospitals in Baguio City and Benguet. A 25 item survey questionnaire was adapted for this study to obtain information about the demographics of the sample and data on managerial activities. Data were managed using SPSS.

Results reveal that nurse managers across management levels accorded high levels of importance to all management activities. The importance accorded to the management activities is congruent with the role expectations specific to each management level. Nurse managers generally have high levels of involvement in the management activities. Further, results indicate that the different levels of management have varying extent of involvement in management activities. Type and size of hospital, management position, length of experience in current managerial position, and level of education impact the involvement of nurse managers. The findings also indicate that nurse managers do not have commensurate involvement in management activities which they considered important. The facilitators and barriers to their involvement were identified. These factors, facilitators and barriers should be considered when restructuring the hospital organization, and developing policies.