Structural Empowerment and Professional nursing practice in Nursing Staffs in Hospital

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Abstract

Background: Professional nursing practice, especially in the workplace, is the organizational characteristics. This is lead to Absorption and retention of nurses and is effective in patient outcomes. Autonomy, Control over Nursing Practice and Nurse-Physician Collaboration is component of Professional nursing practice. Structural Empowerment is one of the factors that reported was related to this. Empowered work place can affect in nurses ability to act professional, providing well care for patient and other positive organizational outcomes.

Methods: This research is descriptive- analysis and Cross sectional study. The study of nurses in Hasheminejad Hospital has formed. The main tool of data collection is questionnaire therefore to measure Professional nursing practice used Nursing Work Index–Revised and to measure Structural Empowerment used the effectiveness of empowering work conditions structural questionnaire - 2. Its validity has been approved by the relevant experts, and its reliability is demonstrated with Cronbach's alpha For data analysis, and is used Spearman correlation test multivariate linear regression analysis.

Results: Professional nursing practice and Structural empowerment has had a positive significant relationship.($P< 0.01$) also three sub scale of Professional nursing practice include Autonomy, Control Over Nursing Practice and Nurse-Physician Collaboration has had a positive significant relationship whit Structural empowerment .($P< 0.01$)

Conclusion: Although Hasheminejad Hospital had gained 60 % of score in Professional nursing practice and its subscales, but needed to plan for promote Professional practice, therefore nurses and patient used from its positive outcomes in hospital. That's better work place empowered structural.

Key word: Structural empowerment, Professional nursing practice, Nursing Work Index–Revised, Autonomy, Control over Nursing Practice, Nurse-Physician Collaboration.

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