

**50<sup>th</sup> World Congress on****ADVANCED NURSING AND MIDWIFERY****February 26-27, 2019 Osaka, Japan****The structural equation model of leadership of in-patient unit head nurses as perceived by professional nurses, nurses' work engagement and job performance of professional nurses in community hospitals****Woranuch Wongcharoen, Phechnoy Singchungchai, Janjira Wongkhamthong and Pranee Meehanpong**

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The purposes of this analytical research design were to analyze structural equation model of job performance of professional nurses. The samples were 314 in-patient unit professional nurses in community hospitals, selected by proportionate stratified random sampling. The research instruments comprised of three parts; Multifactor Leadership Questionnaire, Utrecht Work Engagement Scale-9 and Job Performance Questionnaire. The reliability of research questionnaire with Cronbach's alpha coefficient were 0.947, 0.872 and 0.962, respectively. Data were analyzed with descriptive statistics and structural equation modeling. The findings of this study revealed that task performance of professional nurses that had more than 80% had higher than contextual performance, leadership of in-patient unit head nurses and work engagement had positive direct effects on job performance ( $\beta=0.14, 0.48, p<0.05, <0.001$ ), respectively and had a positive direct effect on work engagement ( $\beta=0.53, p<0.001$ ). Leadership also had an indirect effect on job performance through work engagement ( $\beta=0.39, p<0.001$ ). The structural equation model of job performance of professional nurses was congruent with the empirical data (Chi-square=8.969, df=8, probability level=0.345, CMIN/DF=1.121, GFI=0.992, AGFI=0.972, SRMR=0.006, RMSEA=0.020). The model accounted for 32% of the variation in job performance of professional nurses and a substantial proportion of the variation of the mediating variables. These findings indicate that, the nurse administrators should put an emphasis on providing a training program in the preparation of head nurses of nursing organization to possess both transformational and transactional leaderships which will enhance their work engagement. These will contribute a positive effect on nurses' performance and quality of nursing care.

**Biography**

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