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The relationship amongst participatory management empowerment of first-line nurse managers and the effectiveness of patient unit at a private secondary level hospital**Rusny Waiyakorn, Pechnoy Sigchaungchai and Benjawa Buddiangkul**
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The purpose of this quantitative study was to investigate the relationship between participatory management and empowerment of first-line nurse managers and effectiveness of patient unit of secondary level private hospitals. The target population was 100 first-line nurse managers. Data were collected using a questionnaire consisting of four parts: General information, participatory management, empowerment and effectiveness of patient unit. The content validity was 100 and the Cronbach's alpha coefficients of reliability were 0.97, 0.95 and 0.97. Data were analyzed using descriptive statistics: Percentage, frequency, mean and standard deviation and inferential statistics: Pearson's product moment correlation. It is found that overall, participative management of first-line nurse managers was at a high level ($\bar{x} = 4.00$, $SD = 0.51$); overall empowerment was at a high level ($\bar{x} = 3.83$, $SD = 0.50$) and overall effectiveness of patient unit was at a high level ($\bar{x} = 3.70$, $SD = 0.50$). Analysis of relationships between variables revealed that participative management had a positively and significantly high relationship ($p < 0.05$) with effectiveness of patient unit and the relationship between empowerment and effectiveness of patient unit was also positively and significantly high ($p < 0.05$). The study results indicated that first-line nurse managers should attach importance to participatory management emphasizing evaluation and mutual benefits by promoting empowerment. Importance should also be given to opportunity in the work related to effectiveness of patient unit. The implication is that participative management of first-line nurse managers is important to effectiveness of nursing organizations.

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