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	Policy on NURSING EMPOWERMENT		Prepared Date: 05/09/2023
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### 1. PURPOSE:

- To provide the concept of power and empowerment.
- To observe the areas of empowerment in nursing.
- To help Nurses to get necessary information.
- The challenges in the implementation of staff empowerment

### 2. SCOPE:

This policy is applicable for all Nursing In charges.

### 3. DEFINITION:

1. Empowering staff nurses ensure excellence in nursing care.
2. Power less nurses are:
  - i) Ineffective nurses
  - ii) Less satisfied with their jobs.
3. Lack of nursing power may also contribute to poorer patient outcomes

### 4. RESPONSIBILITY:

Nursing In charges.

### 5. PROCEDURE:

#### I. The Concept of power and empowerment:

##### 1. Empowered nurses:

- Highly motivated
- Able to motivate and empower others by sharing the sources of power.
- Less burnout.
- Less job strain.

##### 2. Disempowerment or the inability to act:

- Frustration.

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## **II. The areas of empowerment in nursing:**

Is of two types:

1. **Theory of structural empowerment:** Arising from the environment.
2. **Theory of psychological empowerment:** Developing from one's psychological state

### **Theory of structural empowerment:**

- **Opportunity:** For advancement or to be involved in activities beyond one's job description.
- **Information:** Data, knowledge and information about the organization.
- **Support:** Support throughout one's job responsibilities and decision making.
- **Resources:** Time, supplies, and equipment as needed by the employee.
- Structural Empowerment results in :
  - i) Contributes to higher levels of job satisfaction.
  - ii) Accessing empowering work environment structures.
  - iii) Moving forward to offer some empowering work conditions to their staff.

### **1. Theory of Psychological Empowerment:**

- **Meaning:** Congruence between nurse's beliefs, values, behaviors and job requirements.
- **Competence:** Confidence in one's abilities to perform the job.
- **Autonomy:** Feelings of control that are exerted over one's work.
- **Impact:** Sense of being able to influence organizational outcomes.
- Psychological Empowerment results in:
  - i) Decreasing in Nurses burnout
  - ii) Increase in nursing job satisfaction.

## **III. The relationship between leadership behavior and staff empowerment:**

### **Empowerment:**

- Process by which a leader shares powers with others or enables them to act.
- Basis of transformational leadership.

### **Transformational leadership:**

- Empowering others to act toward a common purpose.
- **Transformational leadership (Charisma, Consideration of Individuals and intellectual stimulation):**
  - a) Sharing vision, values and goals seeking.
  - b) Seeking involvement and participation in decision.
  - c) Leading with trust, respect and open communication.

- d) Focusing on collaborative relationships.
- e) Designing pathways to action.
- f) Motivating, energizing, supporting and inspiring.

#### **IV. The challenges in the implementation of staff empower**

##### **Organization:**

- Policy:

- Allowing staff to develop professional autonomy.
- Involving staff in all decisions.
- Establishing collaborative procedures between staff and management.
- Making available work environment structures Organization Nursing.
- A survey on psychological empowerment will be conducted once in a year to get updates on their awareness on the concept of power and empowerment

##### **Nursing managers:**

- Characteristics of the transformational leadership style.

##### **Nurses:**

- Psychological state.
- Professional knowledge, accountability
- Education
- Responsibility to carry their scopes of practice.

The organisation has identified the topics on which nurses are empowered related to nursing activities so as to ensure timely nursing care; thereby enhancing patient care, and this shall remain a continuous process. The empowerment is duly done by training, skill and competency of the staff nurse being empowered.

Empowered nurses are encouraged by incentives and participation in enhancing nursing care practices.

Nursing staff are empowered by the management by promoting interpersonal relationship amongst the intra and inter departmental staff.

This is duly done through intra and inter departmental meetings.