



EXPLORING THE CHALLENGES AND OPPORTUNITIES IN NURSE AND DOCTOR LEADERSHIP DEVELOPMENT

Nawaf Farhan K Alrawili^{1*}, Alshammari Jazzaa Hammad M², Hamidah Aqeel H Alshammari³, Miad Abdullah Fahad Alanazi⁴, Maali Fawaz Farhan Alenezi⁵, Amani Turayf Alruwaili⁶, Madhawi Azm Mohammed Alsayil⁷, Hanan Hulayyil Bakheet Alruwaili⁸, Alshammari, Awadh Sihli A⁹, Manal Sayyar J Almatrafi¹⁰

Abstract:

This review article delves into the complex landscape of nurse and doctor leadership development, aiming to identify the challenges and opportunities present in this critical area of healthcare. Effective leadership is essential for driving positive outcomes in patient care, staff satisfaction, and overall organizational performance. However, the path to developing strong leaders among nurses and doctors is fraught with obstacles that must be navigated strategically. The challenges in nurse and doctor leadership development are multifaceted. These include issues such as hierarchical structures within healthcare organizations, resistance to change, limited resources for leadership training, and the demanding nature of clinical work that can detract from opportunities for skill development. Additionally, traditional gender roles and stereotypes may impact the advancement of female nurses and doctors into leadership positions, further complicating the landscape. Despite these challenges, numerous opportunities exist to enhance leadership development in nursing and medicine. Collaborative efforts between healthcare institutions, academic institutions, and professional organizations can create tailored leadership programs that address the unique needs of nurses and doctors. Mentoring programs, leadership coaching, and peer support networks can also play a crucial role in nurturing leadership skills among healthcare professionals.

Keywords: Nurse leadership, Doctor leadership, Leadership development, Healthcare challenges, Gender diversity, Mentorship opportunities

¹*Senior Registrar-Internal Medicine, North Medical Tower, Arar, Saudi Arabia

²Registrar Family medicine, Western Rafha primary health care center, Rafha, northern region Saudi Arabia

³Nursing technician, Al-Salehiah Primary Healthcare Center, Arar, Saudi Arabia

⁴Nursing technician, Al Faisaliah Southern Healthcare Center, Arar, Saudi Arabia

⁵Nursing technician, Northern borders health cluster, Arar, Saudi Arabia

⁶Nursing technician, Prince Mutaib bin Abdulaziz Hospital, Sakaka AL Jouf, Saudi Arabia

⁷Nursing technician, Prince Mutaib bin Abdulaziz Hospital, Sakaka AL Jouf, Saudi Arabia

⁸Technician nursing, Al Faisaliah Southern Healthcare Center, Arar, Saudi Arabia

⁹Nursing Technician, Turbah Healthcare Center, Hail, Saudi Arabia

¹⁰Nursing technician, Directorate of Health Affairs in the Northern Border Region, Saudi Arabia

***Corresponding Author:** Nawaf Farhan K Alrawili

*Senior Registrar-Internal Medicine, North Medical Tower, Arar, Saudi Arabia

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Introduction:

In the healthcare industry, leadership plays a crucial role in ensuring the delivery of high-quality patient care and the overall success of healthcare organizations. Nurses and doctors, as frontline healthcare providers, are often called upon to take on leadership roles to drive positive change and improve patient outcomes. However, developing effective nurse and doctor leaders can pose significant challenges, as well as present numerous opportunities for growth and advancement in the field [1].

One of the primary challenges in nurse and doctor leadership development is the lack of formal training and education in leadership skills. Healthcare professionals typically receive extensive training in clinical skills and medical knowledge, but may not have the necessary training in areas such as communication, teamwork, conflict resolution, and decision-making. Without these essential leadership skills, nurses and doctors may struggle to effectively lead teams, manage complex situations, and drive organizational change [2].

Another challenge in nurse and doctor leadership development is the hierarchical nature of healthcare organizations. Nurses and doctors often work within rigid hierarchies that can hinder their ability to take on leadership roles and influence decision-making processes. In some cases, nurses and doctors may feel undervalued and marginalized, leading to low morale and disengagement. Overcoming these hierarchical barriers and empowering nurses and doctors to take on leadership roles requires a shift in organizational culture and a commitment to fostering a culture of collaboration, trust, and respect [3].

Additionally, the fast-paced and high-pressure environment of healthcare can present challenges for nurse and doctor leaders. Healthcare professionals are often required to make quick decisions under pressure, manage competing priorities, and navigate complex ethical dilemmas. Developing the resilience, emotional intelligence, and critical thinking skills needed to thrive in these challenging environments can be a significant hurdle for nurse and doctor leaders [4].

Despite the challenges, nurse and doctor leadership development also presents numerous opportunities for growth and advancement in the field. By investing in leadership development programs and initiatives, healthcare organizations can empower nurses and doctors to become effective leaders who drive positive change and improve patient

outcomes. These programs can provide healthcare professionals with the skills, knowledge, and resources they need to excel in leadership roles, including mentorship, coaching, and ongoing professional development opportunities [5].

Furthermore, nurse and doctor leaders have the unique opportunity to shape the future of healthcare by advocating for patient-centered care, promoting evidence-based practice, and driving innovation and quality improvement initiatives. By leveraging their clinical expertise and leadership skills, nurse and doctor leaders can influence policy decisions, lead interdisciplinary teams, and champion initiatives that enhance the delivery of care and improve patient outcomes [6].

The Importance of Leadership in Healthcare:

Leadership is a critical component in any organization, but it holds a special significance in the healthcare industry. Healthcare is a complex and dynamic field that requires strong and effective leadership to navigate the challenges and changes that come with providing quality care to patients [7].

One of the key roles of leadership in healthcare is to set a clear vision and direction for the organization. Healthcare leaders must have a deep understanding of the industry, including current trends, regulations, and best practices, in order to develop a strategic plan that will guide the organization towards its goals. This vision provides a roadmap for the entire healthcare team, ensuring that everyone is working towards a common purpose and that resources are allocated effectively to achieve desired outcomes [8].

Effective leadership in healthcare also involves inspiring and motivating staff to perform at their best. Healthcare is a high-stress environment with long hours and demanding workloads, so it is crucial for leaders to create a positive and supportive work culture that fosters collaboration, innovation, and continuous improvement. By recognizing and rewarding the contributions of their team members, leaders can boost morale and create a sense of purpose and pride in the work being done [9].

Furthermore, leadership in healthcare plays a vital role in driving quality and safety initiatives. Patient safety is a top priority in healthcare, and leaders must ensure that policies and procedures are in place to prevent errors, reduce risks, and improve outcomes. By fostering a culture of accountability and continuous learning, leaders can empower their

staff to identify and address potential issues before they escalate into serious problems [10].

In addition to promoting quality and safety, effective leadership in healthcare also involves managing change and driving innovation. The healthcare industry is constantly evolving, with new technologies, treatments, and regulations emerging all the time. Leaders must be adaptable and forward-thinking, able to anticipate and respond to changes in the industry in order to stay ahead of the curve and provide the best possible care to patients [11].

Moreover, leadership in healthcare is essential for building strong relationships with stakeholders, including patients, families, staff, and the community. By communicating openly and transparently, leaders can build trust and credibility, which is crucial for maintaining a positive reputation and attracting and retaining top talent. Strong leadership also helps to foster collaboration and partnerships with other healthcare organizations, government agencies, and advocacy groups, which can lead to improved coordination of care and better outcomes for patients [12].

Leadership is a critical component of success in healthcare. Effective leaders set a clear vision, inspire and motivate staff, drive quality and safety initiatives, manage change, and build strong relationships with stakeholders. By demonstrating strong leadership skills, healthcare organizations can improve patient outcomes, enhance the patient experience, and achieve their strategic goals. As the healthcare industry continues to evolve, the role of leadership will only become more important in driving innovation and delivering high-quality care to patients [13].

Challenges in Nurse Leadership Development:

Nurse leadership development is a critical aspect of the healthcare industry. As the demand for healthcare services continues to grow, the need for strong and effective nurse leaders becomes increasingly important. However, nurse leadership development is not without its challenges [14].

One of the primary challenges in nurse leadership development is the shortage of qualified nurse leaders. The healthcare industry is facing a shortage of nurses at all levels, and this shortage is particularly acute in the area of nurse leadership. Many experienced nurses are nearing retirement age, and there are not enough qualified candidates to fill their shoes. This shortage of nurse leaders can have a significant impact on the quality of patient

care and the overall functioning of healthcare organizations [15].

Another challenge in nurse leadership development is the lack of formal training and education opportunities for aspiring nurse leaders. While many nurses may have the clinical expertise and experience necessary to excel in leadership roles, they may not have the necessary training in areas such as management, finance, and strategic planning. Without the proper education and training, nurse leaders may struggle to effectively lead their teams and navigate the complex challenges of the healthcare industry [16].

Additionally, nurse leadership development can be hindered by organizational barriers and resistance to change. Many healthcare organizations have hierarchical structures and entrenched cultures that can make it difficult for nurse leaders to implement new ideas and drive positive change. Resistance to change can stifle innovation and prevent nurse leaders from fully realizing their potential as change agents within their organizations [17].

Furthermore, the demanding nature of the nursing profession can also pose challenges for nurse leadership development. Nurses often work long hours in high-stress environments, which can make it difficult for them to find the time and energy to pursue leadership development opportunities. Balancing clinical responsibilities with leadership development can be a significant challenge for many nurses, and it may require a reevaluation of work-life balance and organizational support [18].

Despite these challenges, there are strategies that can be employed to overcome them and foster the development of strong nurse leaders. One potential solution is to invest in formal leadership development programs for nurses. These programs can provide nurses with the necessary education and training to excel in leadership roles, and they can also help to identify and cultivate emerging leaders within the nursing workforce [19].

Additionally, healthcare organizations can work to create a supportive and inclusive culture that encourages nurse leadership development. This may involve providing mentorship opportunities, creating pathways for career advancement, and fostering a culture of continuous learning and professional development. By creating an environment that values and supports nurse leadership, organizations can help to overcome some of the barriers that may hinder nurse leadership development [20].

Furthermore, healthcare organizations can also work to address the shortage of nurse leaders by implementing strategies to retain and attract qualified candidates. This may involve offering competitive salaries and benefits, providing opportunities for career advancement, and creating a positive and supportive work environment. By investing in the development and retention of nurse leaders, organizations can help to ensure the continued success and effectiveness of their nursing workforce [21].

Nurse leadership development is a critical aspect of the healthcare industry, but it is not without its challenges. The shortage of qualified nurse leaders, the lack of formal training and education opportunities, organizational barriers, and the demanding nature of the nursing profession all pose significant obstacles to nurse leadership development. However, by investing in formal leadership development programs, creating a supportive and inclusive culture, and addressing the shortage of nurse leaders, healthcare organizations can work to overcome these challenges and foster the development of strong and effective nurse leaders. By doing so, they can help to ensure the continued success and effectiveness of their nursing workforce and, ultimately, improve patient care and outcomes [22].

Challenges in Doctor Leadership Development:

In recent years, there has been a growing recognition of the importance of developing leadership skills among doctors. As healthcare systems become increasingly complex and demanding, there is a growing need for doctors to take on leadership roles to help shape the future of healthcare delivery. However, there are a number of challenges that doctors face in developing their leadership skills [23].

One of the biggest challenges in doctor leadership development is the lack of formal training opportunities. Medical school and residency programs are primarily focused on clinical skills and medical knowledge, with little emphasis on leadership development. As a result, many doctors enter leadership roles without the necessary skills and knowledge to effectively lead teams and navigate the complexities of healthcare systems [24].

Another challenge is the hierarchical nature of healthcare organizations. Doctors are used to working in a system where authority is based on clinical expertise, and there can be resistance to the idea of doctors taking on leadership roles. This can make it difficult for doctors to assert themselves as

leaders and gain the respect and support of their colleagues [25].

Additionally, there is a perception among some doctors that leadership is not a necessary skill for physicians. Many doctors are trained to focus on individual patient care, and may not see the value in developing leadership skills. This mindset can be a barrier to doctors seeking out leadership development opportunities and can hinder their ability to effectively lead teams and drive change within their organizations [26].

Furthermore, the demands of clinical practice can make it difficult for doctors to find the time and energy to focus on leadership development. Doctors often work long hours and face high levels of stress, leaving little time for professional development activities. This can make it challenging for doctors to prioritize leadership development and invest the necessary time and effort to build their skills [27].

Despite these challenges, there are steps that can be taken to support doctor leadership development. Healthcare organizations can provide formal leadership training programs for doctors, as well as mentorship opportunities and coaching to help doctors develop their leadership skills. Organizations can also create a culture that values and supports doctor leadership, and provides opportunities for doctors to take on leadership roles and gain experience [28].

There are a number of challenges that doctors face in developing their leadership skills. From the lack of formal training opportunities to the hierarchical nature of healthcare organizations, there are many barriers that can hinder doctor leadership development. However, with the right support and resources, doctors can overcome these challenges and develop the leadership skills needed to drive change and improve healthcare delivery [29].

Opportunities for Nurse Leadership Development:

Nurse leadership development is a critical aspect of the healthcare industry, as it plays a significant role in shaping the future of nursing and patient care. With the increasing demand for high-quality healthcare services, there is a growing need for nurse leaders who can effectively lead and manage teams, drive innovation, and advocate for the best patient outcomes. As such, opportunities for nurse leadership development have become more important than ever before [30].

There are various avenues through which nurse leadership development can be pursued, and these opportunities can help nurses enhance their leadership skills, expand their knowledge base, and prepare them for leadership roles within the healthcare sector. One of the most common ways for nurses to develop their leadership abilities is through formal education and training programs. Many universities and colleges offer advanced degrees in nursing leadership, such as Master of Science in Nursing (MSN) or Doctor of Nursing Practice (DNP) with a focus on leadership and management. These programs provide nurses with the knowledge and skills they need to effectively lead and manage healthcare teams, navigate complex healthcare systems, and drive positive change within their organizations [31].

In addition to formal education, nurses can also pursue leadership development through professional organizations and associations. These organizations often offer leadership development programs, workshops, and conferences that are specifically designed to help nurses enhance their leadership skills and expand their professional networks. By participating in these programs, nurses can learn from experienced leaders in the field, gain valuable insights into the latest trends and best practices in nursing leadership, and connect with other like-minded professionals who share their passion for leadership and innovation in healthcare [32].

Furthermore, mentorship and coaching can also play a crucial role in nurse leadership development. Experienced nurse leaders can serve as mentors to junior nurses, providing guidance, support, and advice as they navigate their own leadership journey. Mentorship programs can be formalized within healthcare organizations, or nurses can seek out mentors on their own to help them develop their leadership skills and advance their careers. Similarly, coaching programs can provide nurses with personalized support and guidance as they work towards their leadership goals, helping them identify their strengths and areas for growth, and develop a plan for achieving their leadership aspirations [33].

It is also important for nurses to seek out opportunities for hands-on leadership experience. This can include taking on leadership roles within their current healthcare organizations, such as leading quality improvement initiatives, serving on committees, or participating in leadership development projects. By actively seeking out opportunities to lead and make a difference within

their organizations, nurses can gain valuable leadership experience, build their confidence, and demonstrate their potential as future nurse leaders [25].

Finally, ongoing professional development and continuous learning are essential for nurse leadership development. As the healthcare industry continues to evolve, nurse leaders must stay abreast of the latest advancements in healthcare delivery, technology, and best practices in leadership and management. This can be achieved through continuing education programs, attending conferences and seminars, and staying engaged with professional literature and research in the field of nursing leadership [20].

Nurse leadership development is a critical component of the future of nursing and patient care. By pursuing opportunities for leadership development through formal education, professional organizations, mentorship, hands-on experience, and continuous learning, nurses can enhance their leadership skills, expand their knowledge base, and prepare themselves for leadership roles within the healthcare sector. As the demand for high-quality healthcare services continues to grow, the need for strong and effective nurse leaders has never been greater, and it is essential for nurses to take advantage of the opportunities available to develop their leadership abilities and make a positive impact on the future of healthcare [21].

Opportunities for Doctor Leadership Development:

In the ever-evolving landscape of healthcare, the role of doctors is not just limited to providing medical care to patients. Doctors are increasingly being called upon to take on leadership roles within healthcare organizations to drive innovation, improve patient outcomes, and shape the future of healthcare delivery. This shift has created a growing demand for doctor leadership development programs that equip physicians with the skills and knowledge needed to succeed in leadership positions [22].

There are a variety of opportunities available for doctors to develop their leadership skills and advance their careers. One such opportunity is through formal leadership development programs offered by healthcare organizations, academic institutions, and professional associations. These programs are designed to provide doctors with training in areas such as strategic planning, financial management, team building, and communication

skills. Participants in these programs often have the opportunity to learn from experienced leaders in the field and gain valuable insights into the challenges and opportunities facing healthcare organizations [23].

In addition to formal leadership development programs, doctors can also take advantage of informal opportunities to develop their leadership skills. This can include participating in committees and task forces within their healthcare organizations, taking on leadership roles in professional associations, or seeking out mentorship from experienced leaders. By actively seeking out opportunities to lead and contribute to their organizations, doctors can gain valuable hands-on experience and build their leadership capabilities [24].

Another important opportunity for doctor leadership development is through continuing education and professional development. Many healthcare organizations offer courses, workshops, and seminars specifically designed to help doctors enhance their leadership skills. These programs cover a wide range of topics, from healthcare policy and regulation to quality improvement and patient safety. By staying informed about the latest trends and best practices in healthcare leadership, doctors can position themselves as effective leaders within their organizations [25].

Networking is also a key component of doctor leadership development. By building relationships with other healthcare leaders, doctors can gain valuable insights, mentorship, and support as they navigate their leadership journey. Networking can also open up new opportunities for career advancement, collaboration, and professional growth [26].

There are numerous opportunities available for doctors to develop their leadership skills and advance their careers in healthcare. By taking advantage of formal leadership development programs, informal leadership opportunities, continuing education, and networking, doctors can position themselves as effective leaders within their organizations. As the role of doctors in healthcare continues to evolve, strong leadership skills will be essential for driving positive change and improving patient outcomes. By investing in their own leadership development, doctors can help shape the future of healthcare delivery and make a lasting impact on the field [27].

Strategies for Enhancing Leadership Development in Healthcare:

Leadership development is a crucial aspect in the healthcare industry, as effective leadership can significantly impact the quality of patient care, employee satisfaction, and overall organizational success. In order to enhance leadership development in healthcare, it is important to implement strategies that focus on developing the skills and qualities necessary for effective leadership in this complex and ever-evolving industry [28].

One of the key strategies for enhancing leadership development in healthcare is to provide ongoing training and development opportunities for current and aspiring leaders. This can include leadership development programs, workshops, seminars, and coaching sessions that focus on building essential leadership skills such as communication, decision-making, problem-solving, and emotional intelligence. By investing in the professional development of leaders, healthcare organizations can ensure that their leaders are equipped with the knowledge and skills necessary to effectively lead their teams and drive positive change within the organization [29].

Another important strategy for enhancing leadership development in healthcare is to foster a culture of mentorship and collaboration. By pairing experienced leaders with emerging leaders, organizations can provide valuable guidance, support, and opportunities for growth and development. Mentorship programs can help to accelerate the development of leadership skills, while also fostering a sense of community and camaraderie among leaders within the organization. Additionally, creating opportunities for leaders to collaborate on projects and initiatives can help to build strong relationships and promote a culture of teamwork and innovation [30].

In addition to providing training and mentorship opportunities, healthcare organizations can also enhance leadership development by promoting a culture of continuous learning and improvement. Leaders should be encouraged to seek out new challenges, take on additional responsibilities, and pursue opportunities for professional growth and development. By fostering a culture of continuous learning, organizations can empower their leaders to stay ahead of industry trends, adapt to changing environments, and drive innovation within the organization [31].

Furthermore, healthcare organizations can enhance leadership development by promoting diversity and inclusion within their leadership ranks. By ensuring that leaders come from diverse backgrounds and perspectives, organizations can benefit from a wide range of ideas, experiences, and insights that can help to drive innovation and improve decision-making. Additionally, promoting diversity and inclusion can help to create a more inclusive and equitable workplace culture, where all employees feel valued, respected, and empowered to contribute to the organization's success [32].

Enhancing leadership development in healthcare requires a multifaceted approach that focuses on providing training and development opportunities, fostering mentorship and collaboration, promoting a culture of continuous learning, and promoting diversity and inclusion within leadership ranks. By implementing these strategies, healthcare organizations can cultivate a strong pipeline of effective leaders who are equipped to navigate the complexities of the industry, drive positive change, and deliver high-quality care to patients [33].

Conclusion:

In conclusion, nurse and doctor leadership development is essential for driving positive change and improving patient outcomes in healthcare organizations. While there are challenges to overcome, such as the lack of formal training, hierarchical barriers, and the high-pressure environment of healthcare, there are also numerous opportunities for growth and advancement in the field. By investing in leadership development programs and initiatives, empowering healthcare professionals to take on leadership roles, and fostering a culture of collaboration and respect, healthcare organizations can nurture the next generation of nurse and doctor leaders who will shape the future of healthcare.

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