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Role Efficacy On Nurses

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Introduction



- Role efficacy would mean potential effectiveness of an individual occupying a particular role in an organization. It is the integration of the two that ensures a person's self-effectiveness in the organization.
- Nursing role efficacy is very essential in corporate hospitals to provide best services to the patients.
- Dr. Udai Pareek (1980) stated that there are some underlying factors that contribute towards the effectiveness of the role and developed three dimensions of role efficacy which cover the ten aspects as well. These are role making (self-role integration, creativity, pro-activity and confrontation), role centering (influence, centrality and personal growth) and role linking (inter role linking, super ordination and helping relationship).



Objective



- To study the perception of the nurses regarding their role in a Manipal hospital, Jaipur.
- To assess the understanding of role efficacy and its aspects among nurses.
- To develop an action plan for improving the role efficacy and give recommendations based on findings.



Research Methodology



- **Type of study:** - Combination of Qualitative, Quantitative method used for study
- **Sample Design :** Descriptive and Cross sectional method used for study purpose.
- **Target Population-** Nurses covers in this study
- In this study primary data has been collected through survey method.
- **Sample Size-** 100
- **Study Area-** Manipal Hospital, Jaipur
- **Sampling Technique:**
- Simple convenience sampling
- **Data collection Procedure:**

This questionnaire consisted of 3 and 2 statements each related to the ten dimensions of Nursing Role Efficacy.

The respondent had to answer on a five point Likert scale in all the twenty seven statements.

Data collection done through questionnaires.
- **Tools used for data Analysis:**

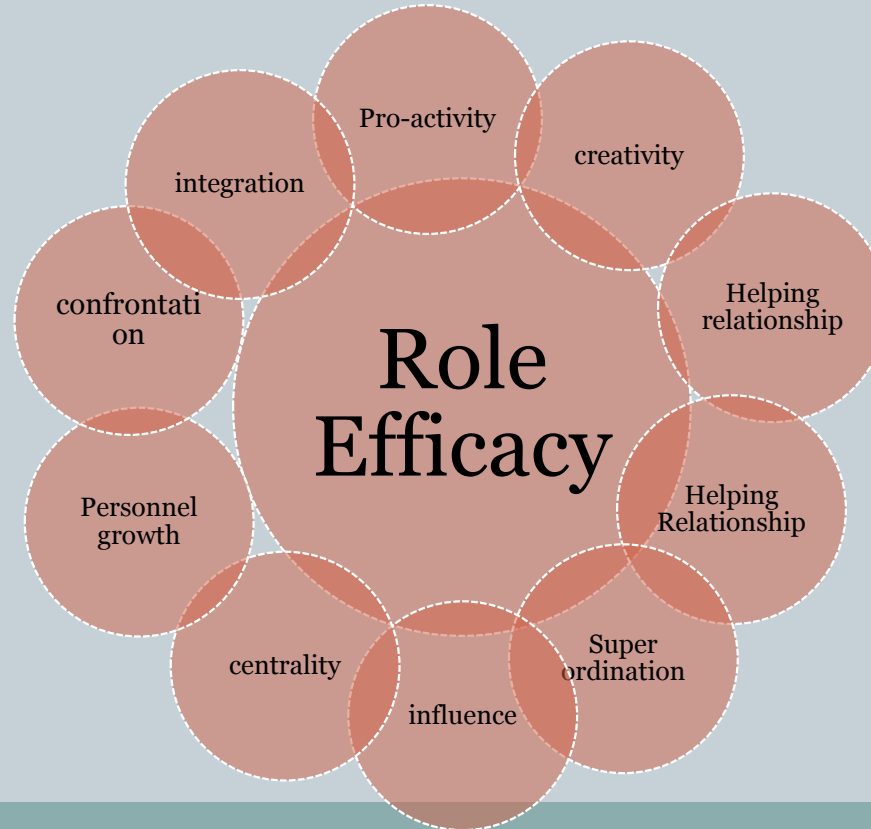
Collected data analyzed through Microsoft excel.

Dimensions of Role Efficacy

Role Making

Role centering

Role linking



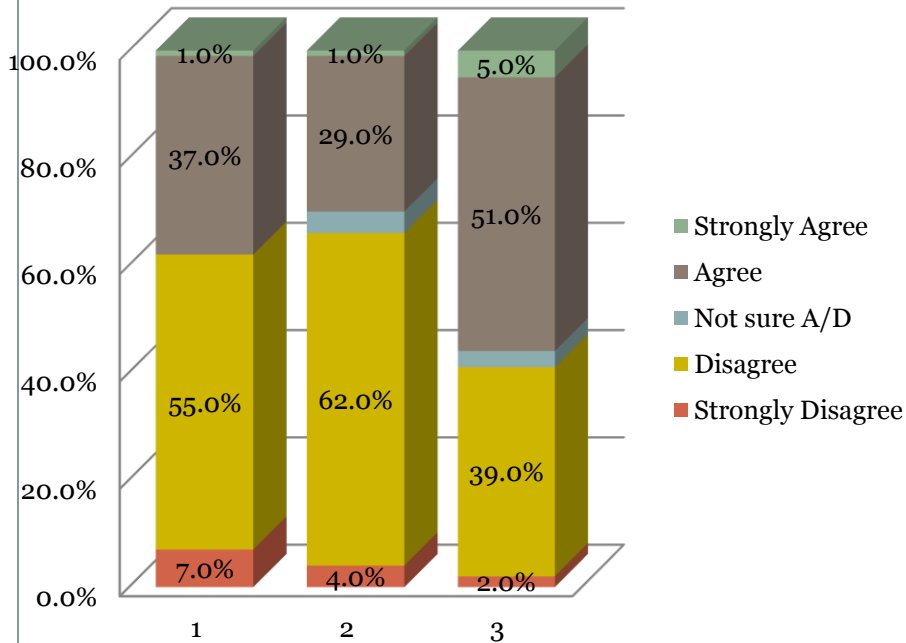


Findings

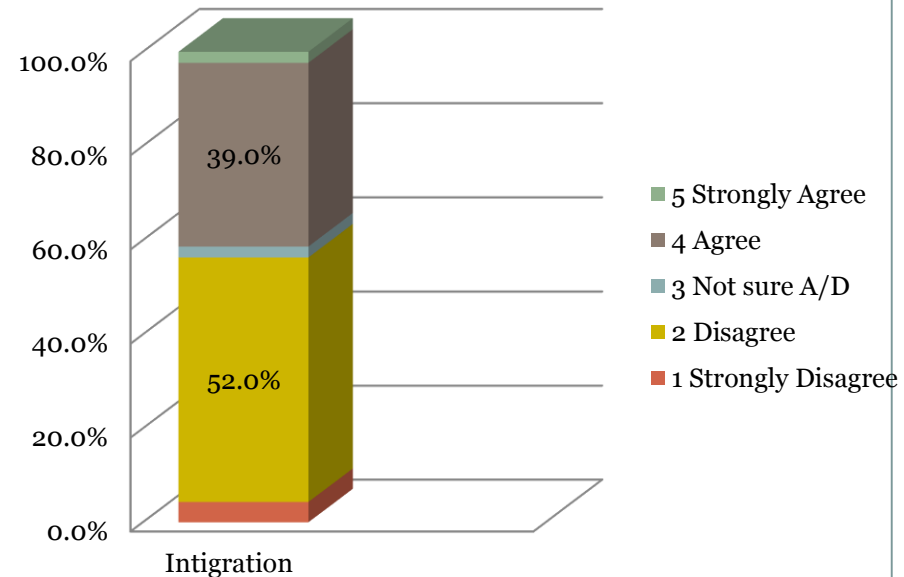
INTEGRATION



Integration



Overall % of Integration

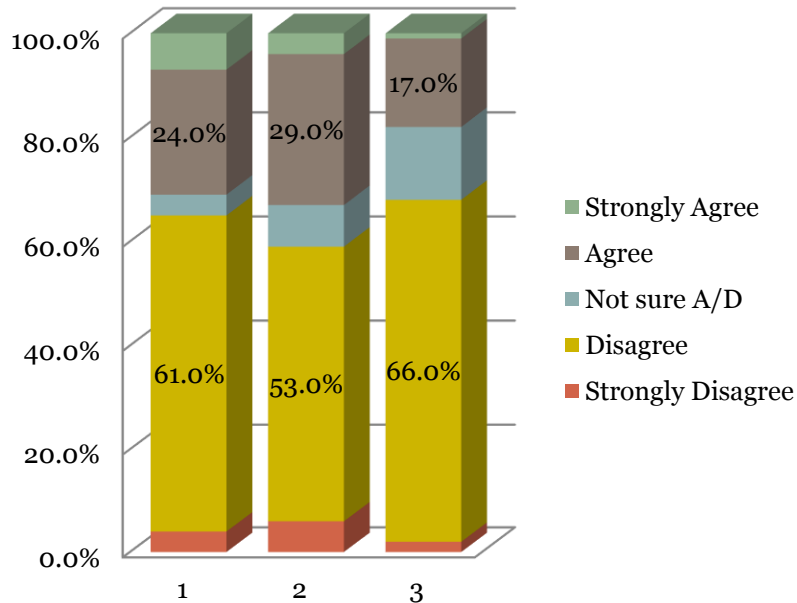


1. I have enough opportunities to use my nursing skills here.
11. I am not satisfied with the opportunities available in the hospital to use my nursing competence.
20. I am able to use my special background and skills in my nursing role here.

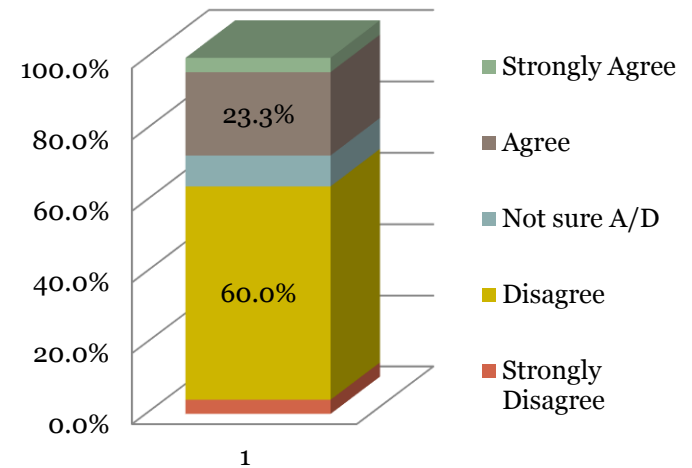
Proactivity



Proactivity-1



Overall % of Proactivity 2



2. I do not get the opportunity to plan how to do my work.

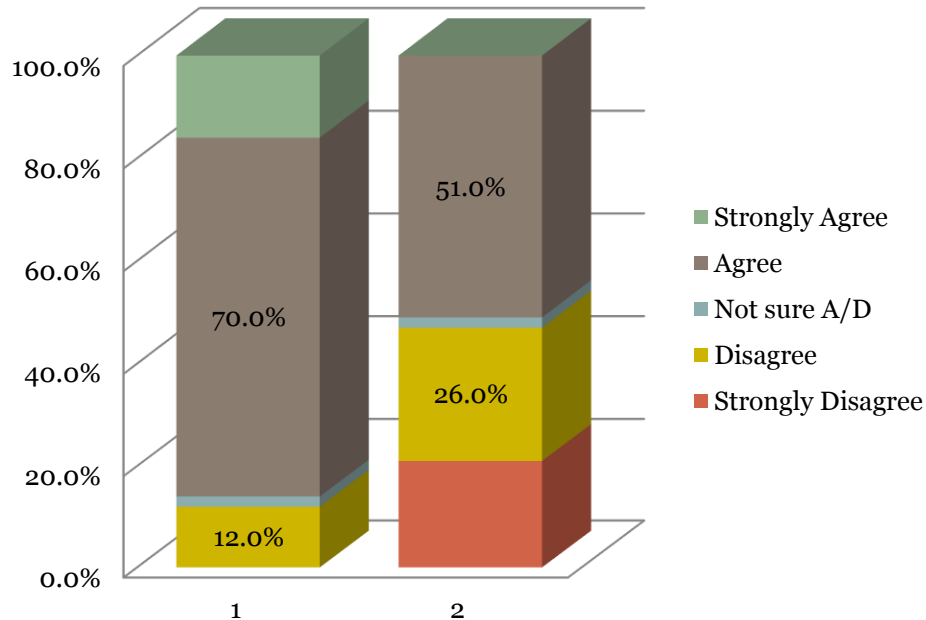
12. I can take initiative and act on my own as a nurse; I do not have to wait for my supervisor' instructions.

21. As a nurse, I can hardly take any initiative in this place.

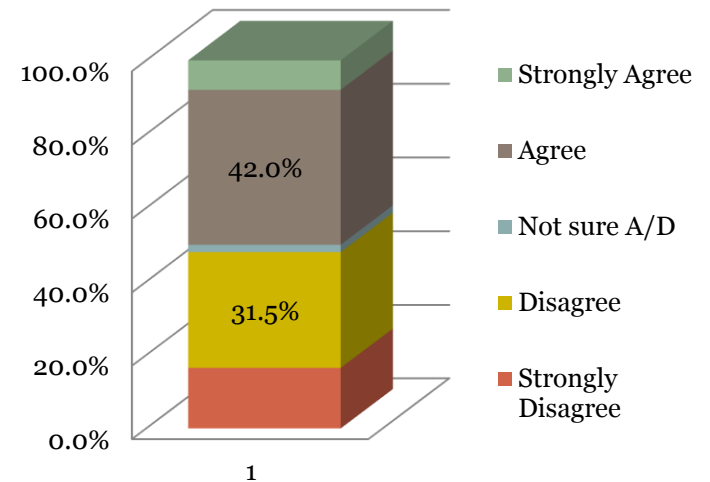
Creativity



Creativity



Overall % of Creativity-2

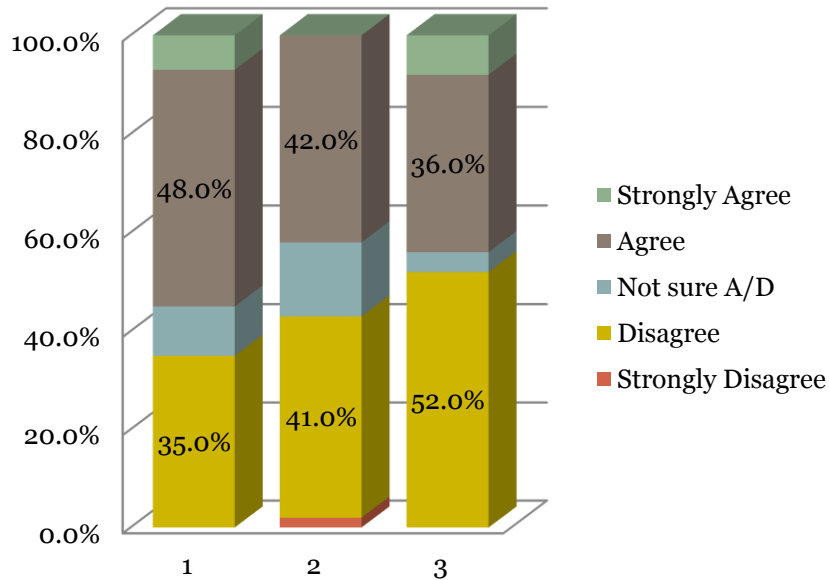


3. I am able to try out new ways to solve problems that I encounter in my role.
13. I need training to be creative in solving problems here.

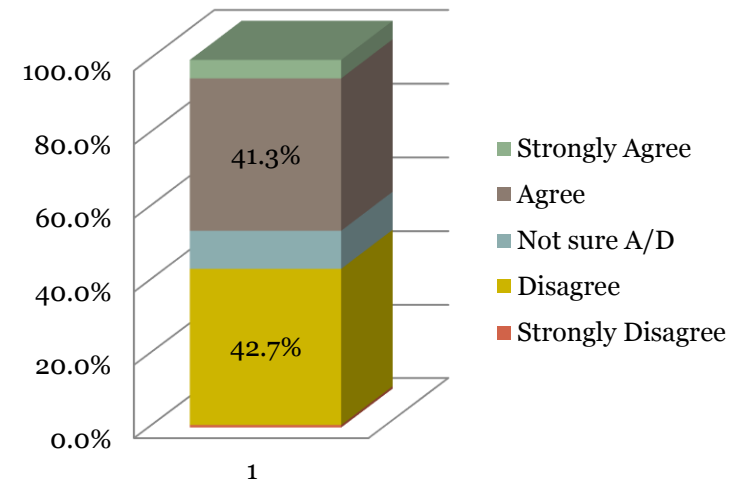
Confrontation



Confrontation-1



Overall % of Confrontation-2



4. I am often involved in solving problems when co-workers bring such problems to me

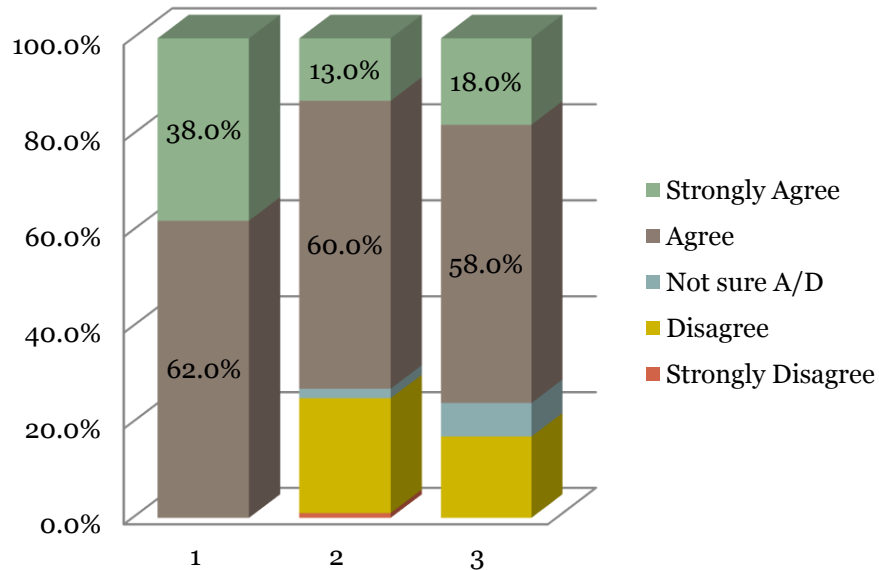
14. Problems that arise here bother me; and I hate to get involved in their solutions

22. I usually avoid problems, and refer them to my supervisors.

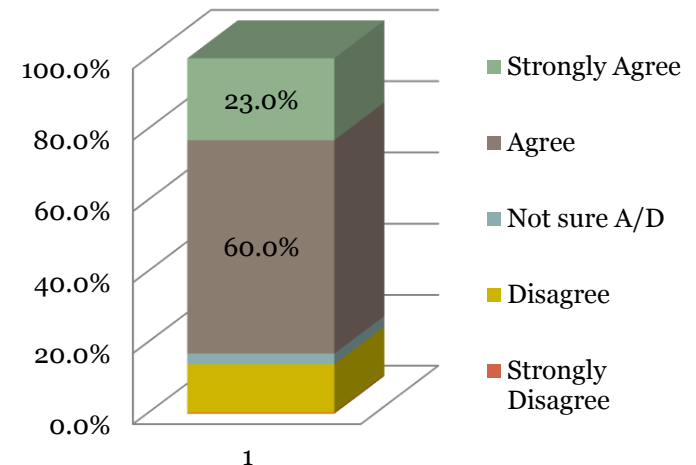
Centrality



Centrality-1



Overall % of Centrality-2



5. My nursing work is important for hospitals to be able to meet the needs of the patients

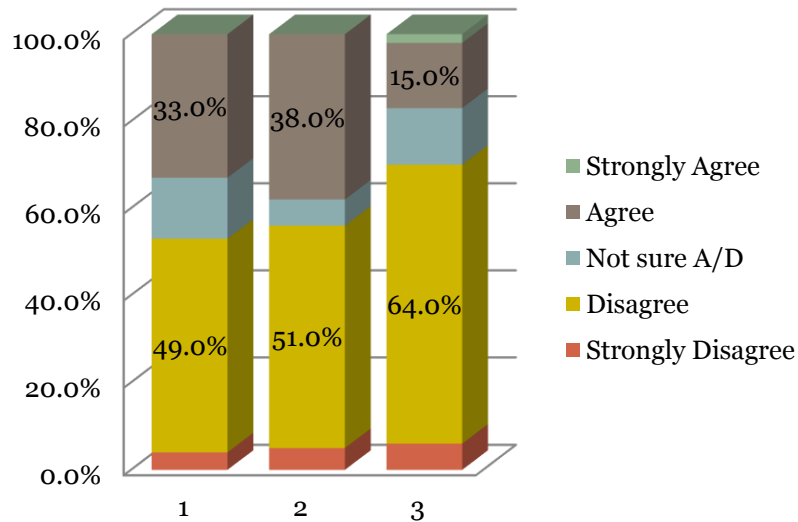
15. Physicians in my ward consider my role important for their work

23. I feel my role is given low priority here.

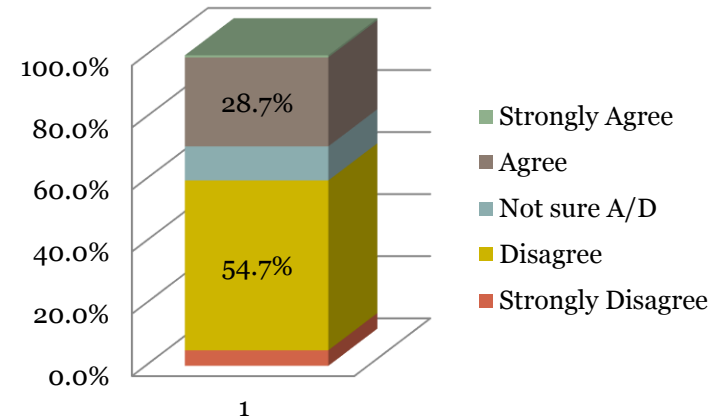
Influence



Influence-1



Overall % of Influence-2

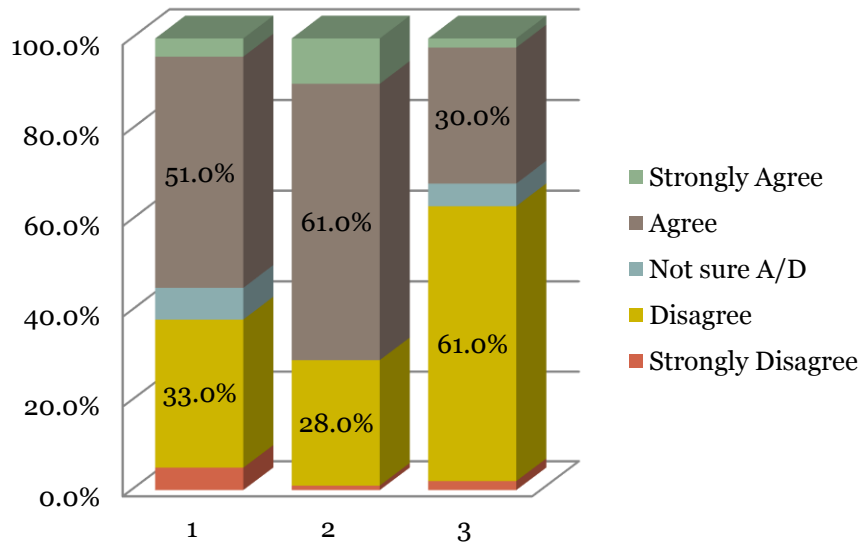


6. I don't have any opportunity to exercise my judgment in relation to my work.
16. My supervisors generally accept my advice about patient care and other related matters.
24. I have no opportunity to influence decisions here; my supervisors make all the decisions.

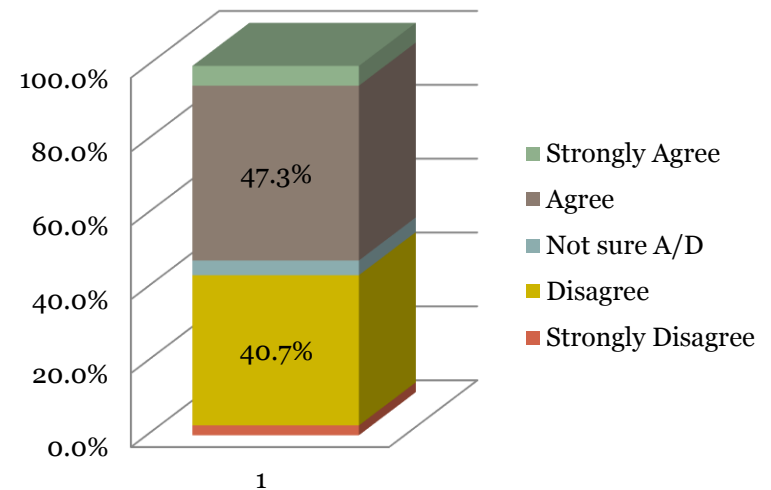
Personal growth



Personal Growth-1



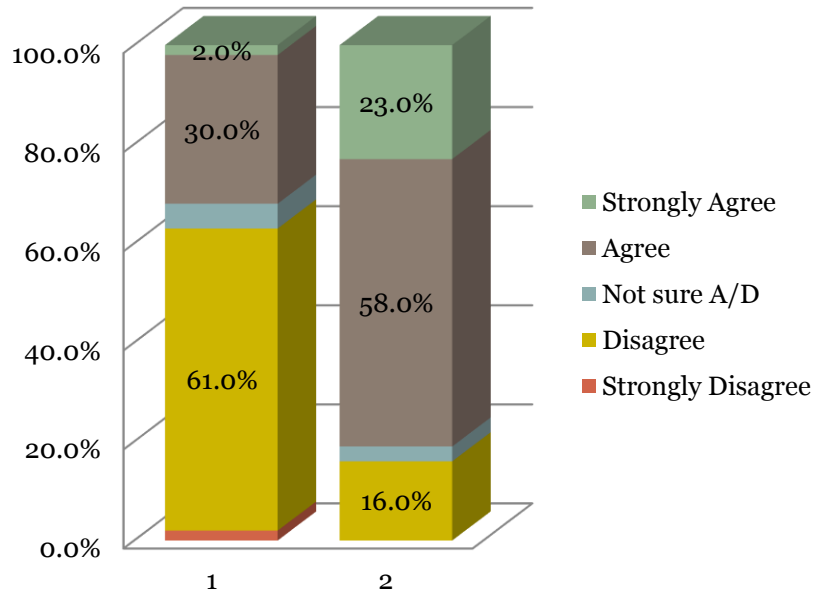
Overall % of Personal Growth-2



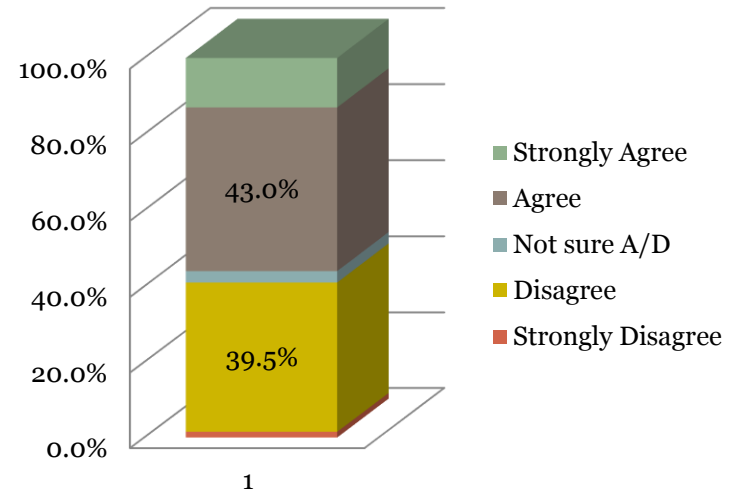
7. I have enough opportunities for professional growth in my role here.
17. I have opportunities to learn new things while working in my role.
25. My previous position has less growth opportunity while new one gives the more learning and growth opportunity.

Inter-role linking

Inter-role linking-1



Overall % of Inter-role linking-2



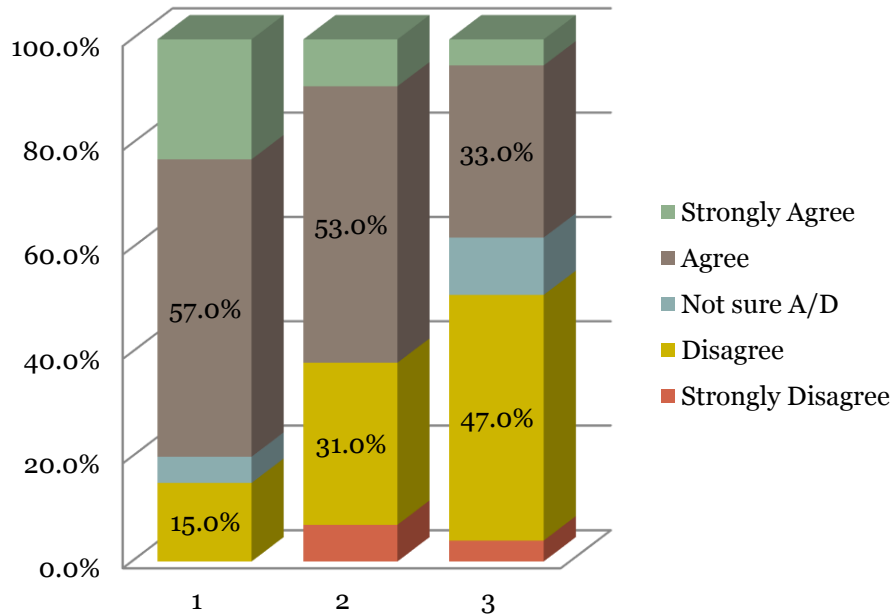
8. I work closely with other nurses.

26. I have enough interactions with the administrative staff of the hospital.

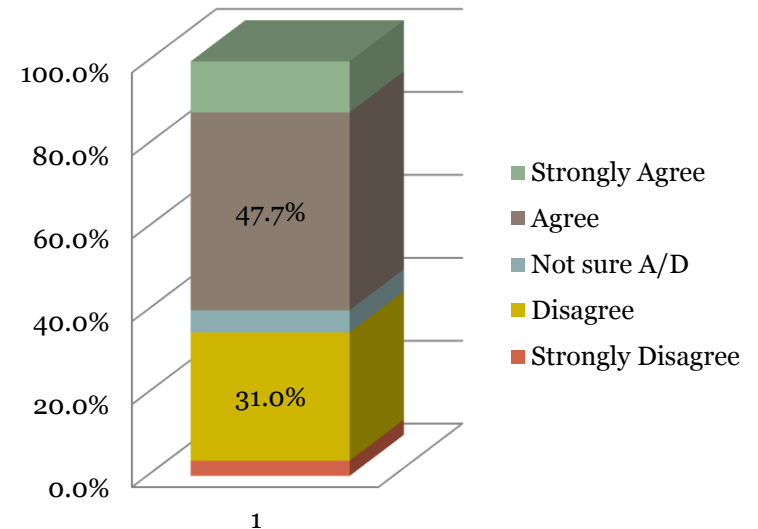
Helping relationship



Helping relationship-1



Overall % of Helping relationship-2

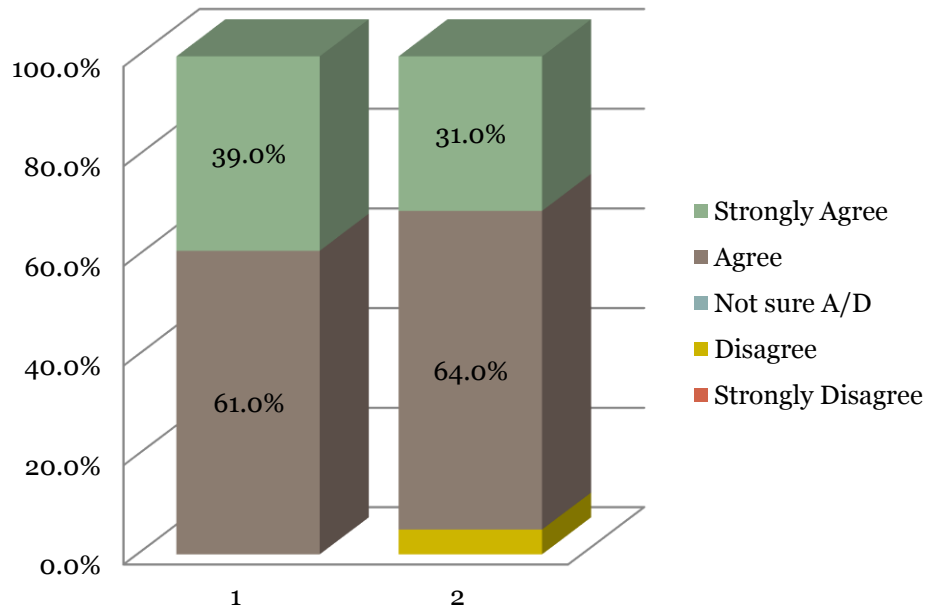


9. Whenever I have a problem, my physician gives me guidance and help
18. The nursing personnel here do not help one another when things are rushed
27. The administrative staff of the hospital provides me with the needed help

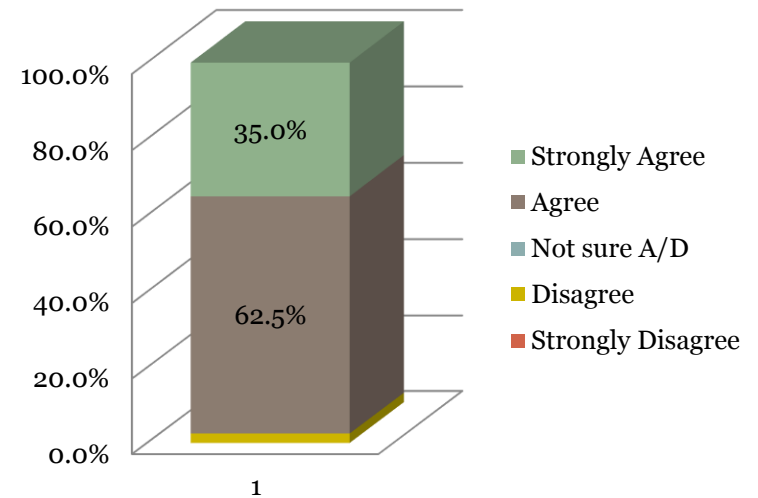
Superordination



Superordination



Overall % of Superordination-2



10. What I am doing in my role enhances the dignity of patients in the hospital
19. My work as a nurse helpful for the organization as well as patients

Result



❑ This report have also came to a conclusion that organization need to do work upon these areas- integration, inter- role linking, helping relationship and confrontation.

1.**Integration** level is important for the nursing skills enhancement which was found to be low in this report, nurses feel that they are not getting the opportunity to use their special nursing technique and competency.

2.Second the level of **inter- role linking** is also found to be low, joint effort is required for the improvement of efficacy level.

3.Third is **helping relationship** is required for solving problems that thing also shows the interpersonal relation with others.

4.**Confrontation** also contributes low in efficacy of nurses because they are avoiding the problems or refer them to their higher authority without trying to solve the issues by them self.

Recommendation



- 1. Retain good talent**
- 2. Quality Circle groups**
- 3. Nursing service excellence training**
- 4. Career Development and Education**
- 5. Rewards and Career Progression**
- 6. Supervision and Mentoring**

Conclusion



- The report has concluded that role efficacy has a positive impact on the motivation of employees. It means that, higher an employee's role efficacy, higher will be his motivation to put in more efforts at the workplace. This would result in greater potential and organizational efficiency.
- Overall we can say that role efficacy is very important for every organization for their growth and development. At every level of employee (top, middle and lower) the importance of role efficacy and the employee's perception about their role, working place, and organization culture enhance the brand value of the company in market.



Thank
You