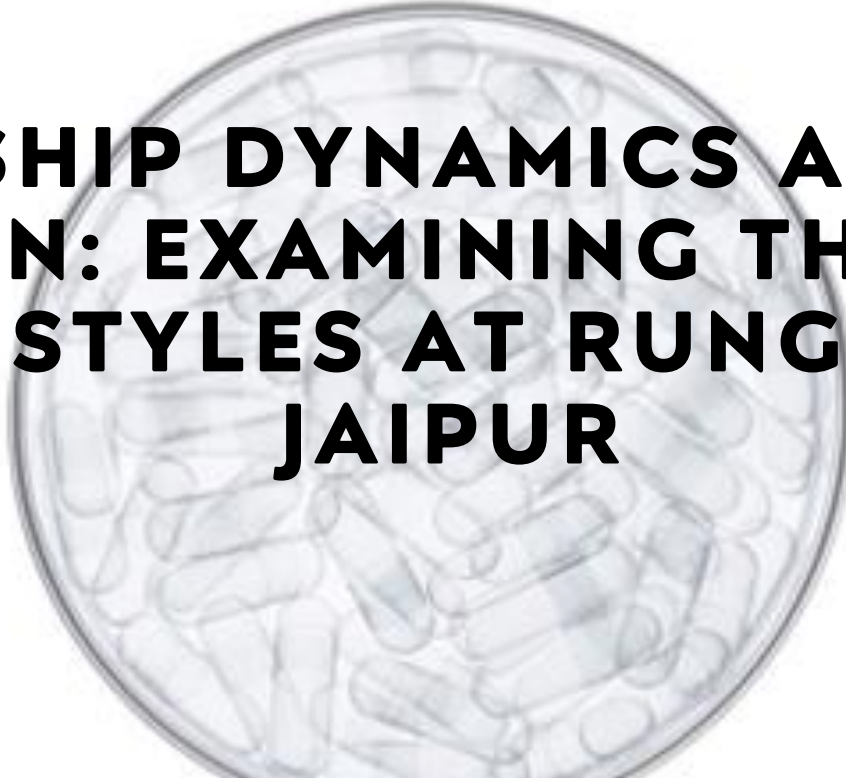




LEADERSHIP DYNAMICS AND STAFF RETENTION: EXAMINING THE ROLE OF LEADERSHIP STYLES AT RUNGTA HOSPITAL, JAIPUR

SUBMITTED BY – BHAWNA KASWAN

1697, HM-28

UNDER THE GUIDANCE OF DR. MAHENDER KUMAR SIR

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INTRODUCTION

BACKGROUND:

RETAINING SKILLED HEALTHCARE WORKERS IS CRITICAL FOR PATIENT CARE AND OPERATIONAL STABILITY. LEADERSHIP STYLE SIGNIFICANTLY INFLUENCES STAFF SATISFACTION AND RETENTION.

STUDY SITE: RUNGTA HOSPITAL, JAIPUR

PURPOSE: EXPLORE HOW LEADERSHIP STYLES AFFECT EMPLOYEE RETENTION IN HOSPITAL SETTINGS

RESEARCH QUESTION:

1. Which leadership styles are most practiced at Rungta Hospital?
2. How do leaders perceive their impact on retention?
3. What strategies are implemented for staff retention?
4. What are staff perceptions of leadership and its impact on job satisfaction?
5. What other factors affect staff retention besides leadership?
6. Is there a relationship between perceived leadership and job satisfaction?



OBJECTIVES:

- TO STUDY DOMINANT LEADERSHIP STYLES IN HOSPITALS.
- TO ASSESS HOW THESE STYLES AFFECT STAFF RETENTION.
- TO EVALUATE STAFF PERCEPTIONS OF LEADERSHIP AND JOB SATISFACTION.
- TO RECOMMEND EFFECTIVE LEADERSHIP PRACTICES FOR RETENTION.

REVIEW OF LITERATURE

- **Transformational Leadership**

Empirical studies demonstrate a strong positive correlation between transformational leadership and improved job satisfaction and retention among healthcare professionals. This style fosters motivation, appreciation, and a shared vision.

(Al-Hazmi et al., 2020; Aboyassin & Sultan, 2021)

- **Servant Leadership**

Emphasizes empathy, emotional intelligence, and staff development. It has been linked to higher levels of organizational commitment and lower turnover intentions.

(Bawafaa & Hayward, 2023)

CONTINUED...

- **Democratic (Participative) Leadership**

Encourages inclusive decision-making and open communication, which enhance employee engagement and reduce attrition.

(Sharma & Gupta, 2024; Saleh et al., 2022)

- **Autocratic and Laissez-Faire Leadership**

These styles are associated with negative outcomes such as disengagement, dissatisfaction, and increased turnover. They lack responsiveness and fail to foster collaborative work environments.

(Skogstad et al., 2007)

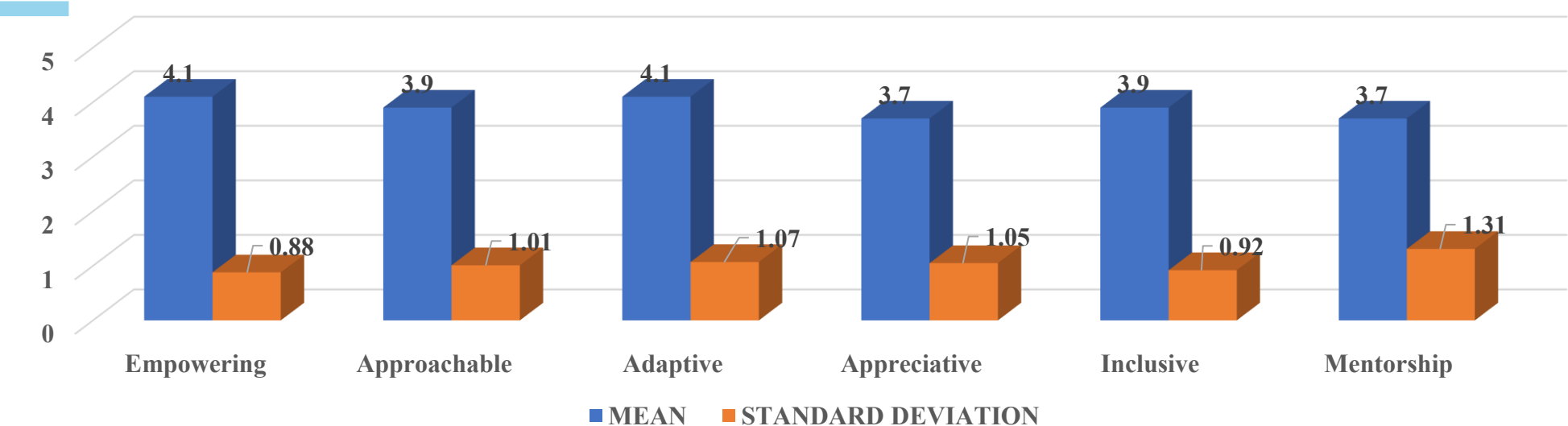




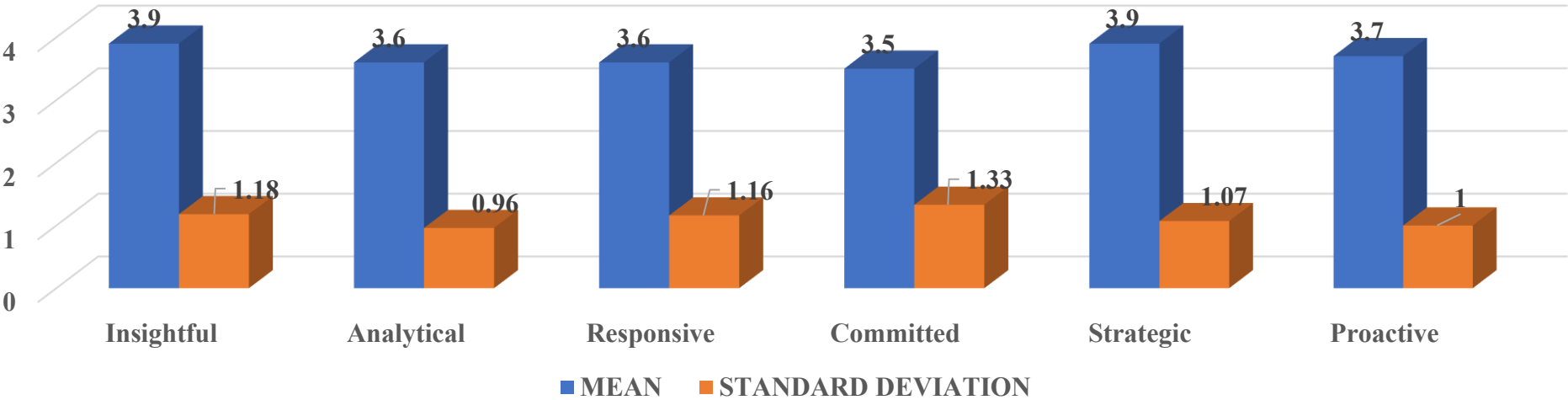
METHODOLOGY

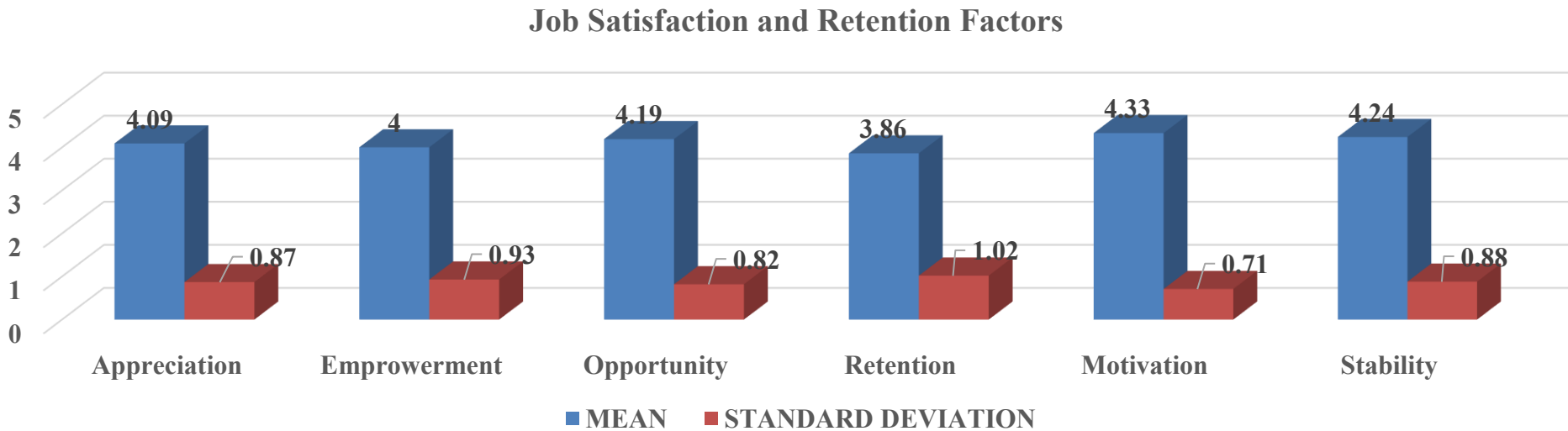
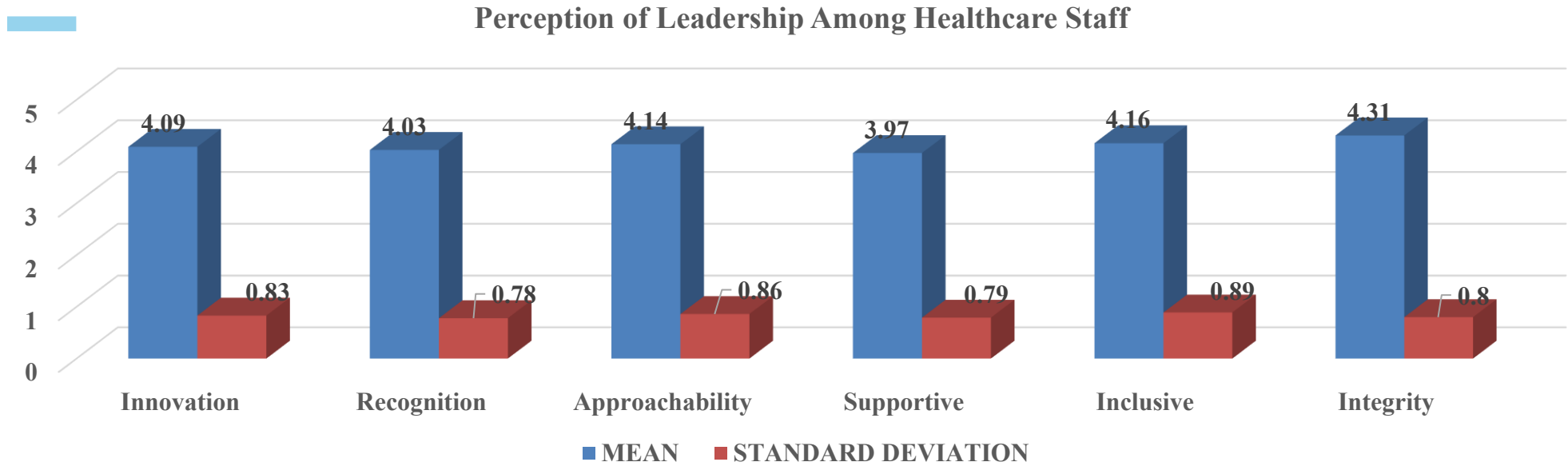
- DESIGN: QUANTITATIVE, CROSS-SECTIONAL
- SETTING: RUNGTA HOSPITAL, JAIPUR (100-BEDDED MULTISPECIALTY)
- SAMPLE: 100 PARTICIPANTS (30 LEADERS, 70 HEALTHCARE STAFF)
- DATA COLLECTION: TWO STRUCTURED QUESTIONNAIRES (USING LIKERT SCALE RESPONSES)
- ANALYSIS TOOL: GRAPHICAL ANALYSIS (DESCRIPTIVE STATISTICS)

Leadership Practices Reported by Hospital Leaders



Retention Strategies Used by Hospital Leaders





OBSERVATION/RESULTS:

- Leadership Practices: Leaders most frequently exhibited empowering (mean=4.1) and adaptive behaviors. Mentorship scored lower (mean=3.7), indicating room for improvement
- Retention Strategies: Insightful and strategic approaches were most common among leaders, while committed strategies showed variability.

- Staff Perceptions: Staff highly valued integrity (mean=4.3), inclusiveness, and approachability in their leaders.
- Retention Factors: Motivation and job stability were identified as key drivers of staff retention. However, the overall retention index was moderate (mean=3.8), suggesting other influencing factors.



MAJOR FINDINGS

- Transformational and servant leadership styles were most positively associated with job satisfaction and retention.
- Mentorship and appreciation by leaders were underutilized.
- Leadership alone does not guarantee retention; factors like workload, opportunities for growth, and external offers also impact retention.
- There was a clear gap between leadership perceptions and staff expectations regarding retention support.

CONCLUSION AND RECOMMENDATIONS:

Leadership significantly influences hospital workforce retention. Transformational and servant leadership styles foster loyalty, satisfaction, and a supportive work environment. Conversely, autocratic and laissez-faire approaches correlate with disengagement and turnover. For sustainable retention outcomes, leadership development must be a strategic priority within healthcare institutions.

RECOMMENDATION FOR HOSPITAL LEADERS:

- Embrace transformational and servant leadership behaviors.
- Involve staff in participative decision-making processes.
- Reduce reliance on autocratic or disengaged styles.

CONTINUED...

- Provide leadership training focused on emotional intelligence and communication.
- Develop structured feedback and evaluation mechanisms

RECOMMENDATIONS FOR HEALTHCARE STAFF:

- Participate actively in feedback systems and decision-making.
- Pursue personal and leadership development opportunities.
- Collaborate with leaders to enhance team effectiveness.
- Use institutional resources to manage stress and improve well-being.
- Offer constructive feedback to improve leadership effectiveness.

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THANK YOU

