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### Survey of Nursing Practice at Doctors Hospital

Carolyn Lindgren

*Doctors Hospital*, CarolynL@baptisthealth.net

Juan Nery

*Baptist Hospital of Miami*, juann@baptisthealth.net

Maria Ojeda

*Homestead Hospital*, mariaoj@baptisthealth.net

Judy Bowling

*Baptist Health South Florida*, judithb@baptisthealth.net

Diane Amado Tate

*Doctors Hospital*, Damado@baptisthealth.net

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## INTRODUCTION

Dynamic nursing care at Doctors Hospital includes nursing practice leadership, the use of self governance and the empowerment of nurses for facilitating nursing care change and improvement. Is leadership effective? Are those in nursing staff positions aware of their role in improving nursing care? Making change in practice comes through the evidence based practice process. The following survey was developed to determine how nurses perceive the leadership, guidance, and management of nursing care and their awareness of the evidence based practice process for the production of effective changes for improved quality of patient care.

## BACKGROUND

Transformational and transactional leadership are requisites for engaging and empowering nurses. Empowering nurses includes their access to information, access to resources and knowledge for allocating resources, support and opportunity for a role in decision making. In this perspective power can be seen as the ability to get things done versus hierarchical domination (Matthews, Laschinger, and Johnston, 2006). Transformational and transactional leadership are congruent with a self governance model of organizing change that facilitates quality care in nursing practice throughout the hospital.

## PURPOSE OF THE STUDY

The purpose of this study is to determine how staff nurses, nurse managers, and supervisors perceive leadership, self governance, and the production of evidence based practice nursing care at Doctors Hospital.

## RESEARCH QUESTIONS:

1. What is the perception of the nurses of organizational leadership and its function in producing effective nursing care at DH?
2. What is the perception of the self governance model and its structure and function for producing evidence based nursing practice at DH?
3. What is the perception of the characteristics of research and evidence based practice at DH?
4. What is the relationship between the years of nursing at DH and perception of the organization leadership, perception of the self-governance model, characteristics of research and evidence based practice at DH.

## METHODS

### Design

This study was a descriptive survey study using two online surveys and a demographic survey to answer the research questions.

### Sample:

The sample were 52 nurses and managers at Doctors Hospital, full time and part time.

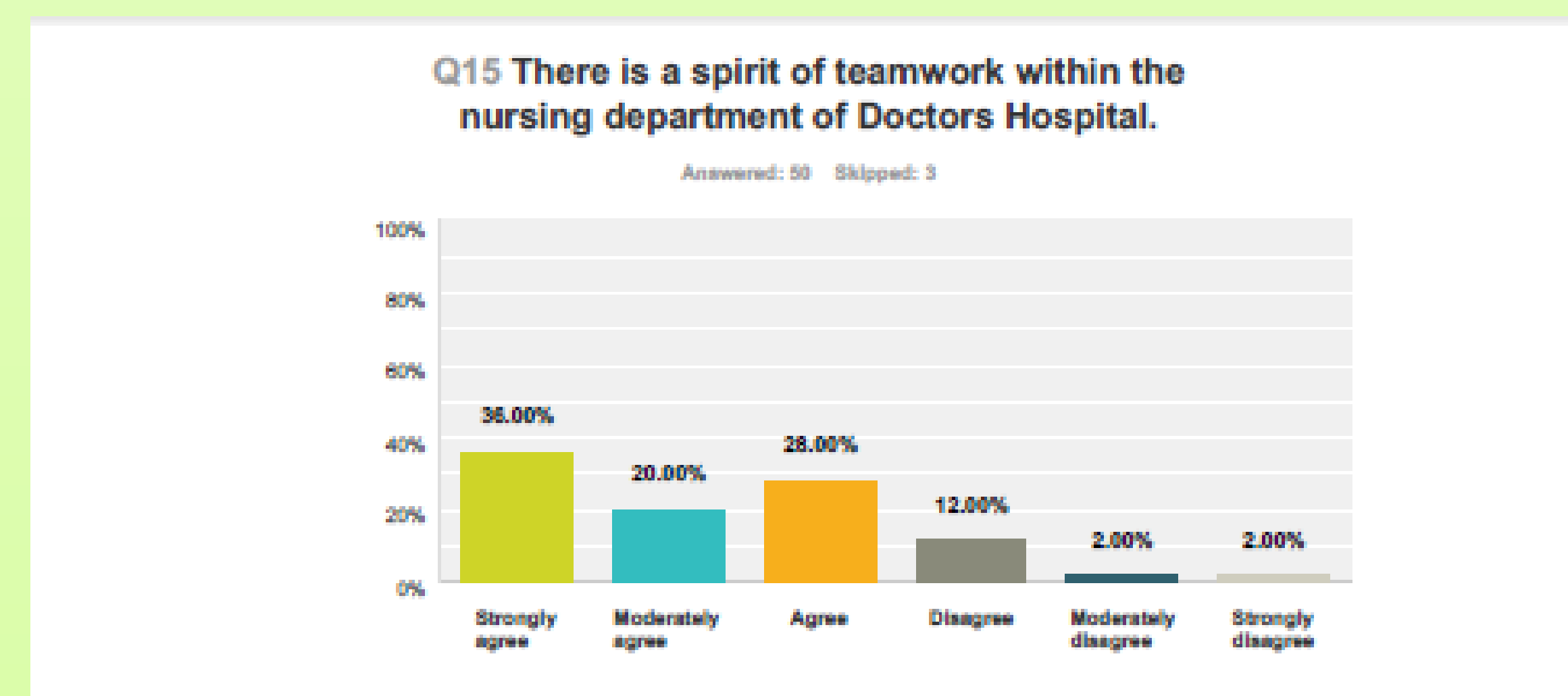
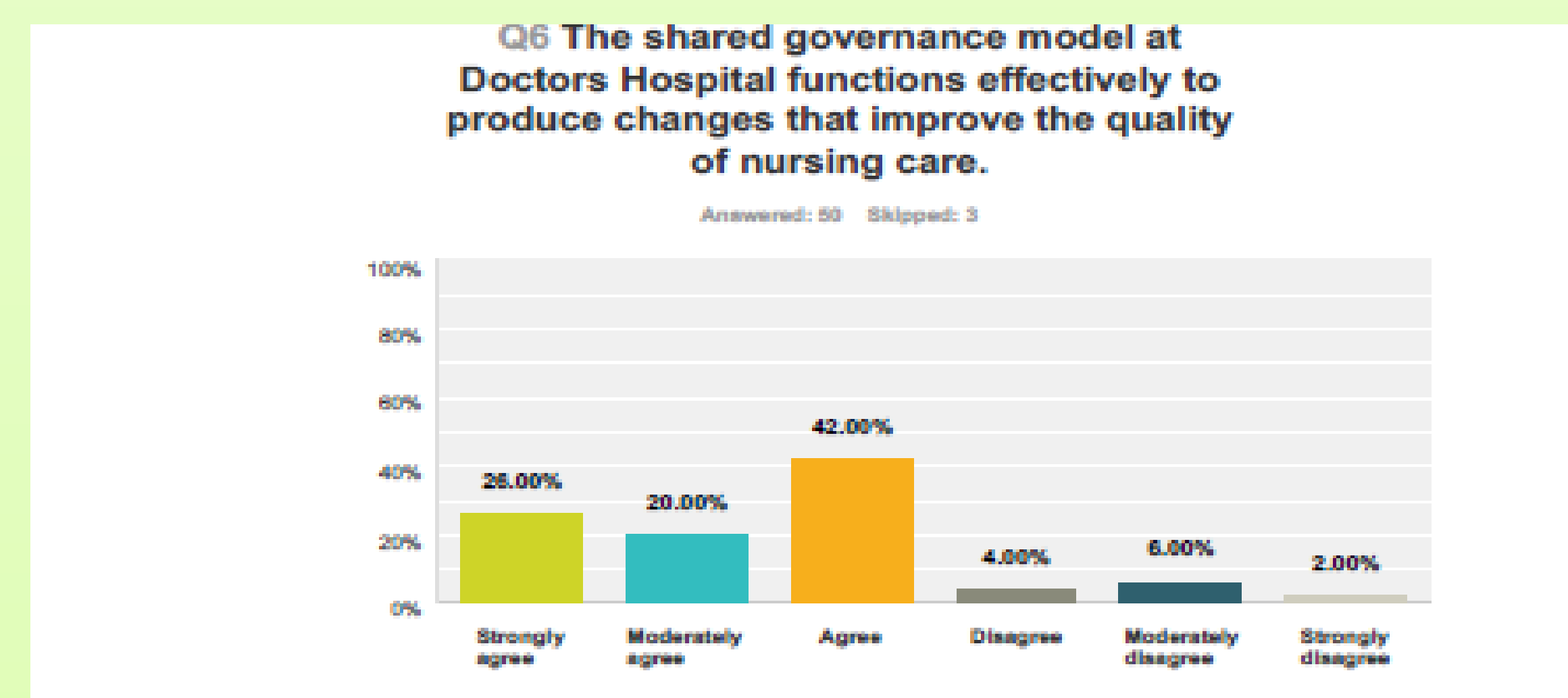
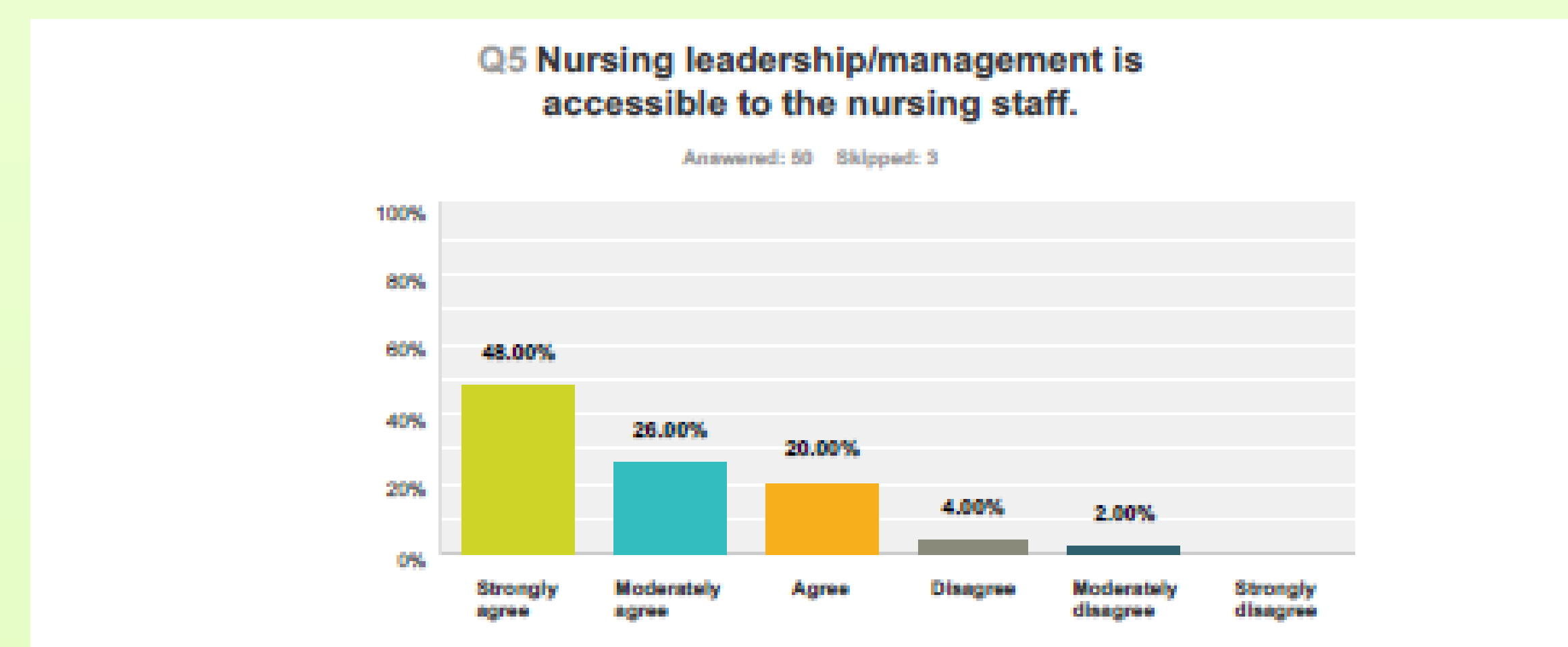
### Instruments:

**The Nursing Practice Survey:** A 10 question survey designed to explore the nurses' perceptions of the organization and management of nursing at DH. The questions address leadership styles, and self governance structure and processes at DH. The questionnaire is scored using a six level Likert scale ranging from Strongly Agree to Strongly Disagree.

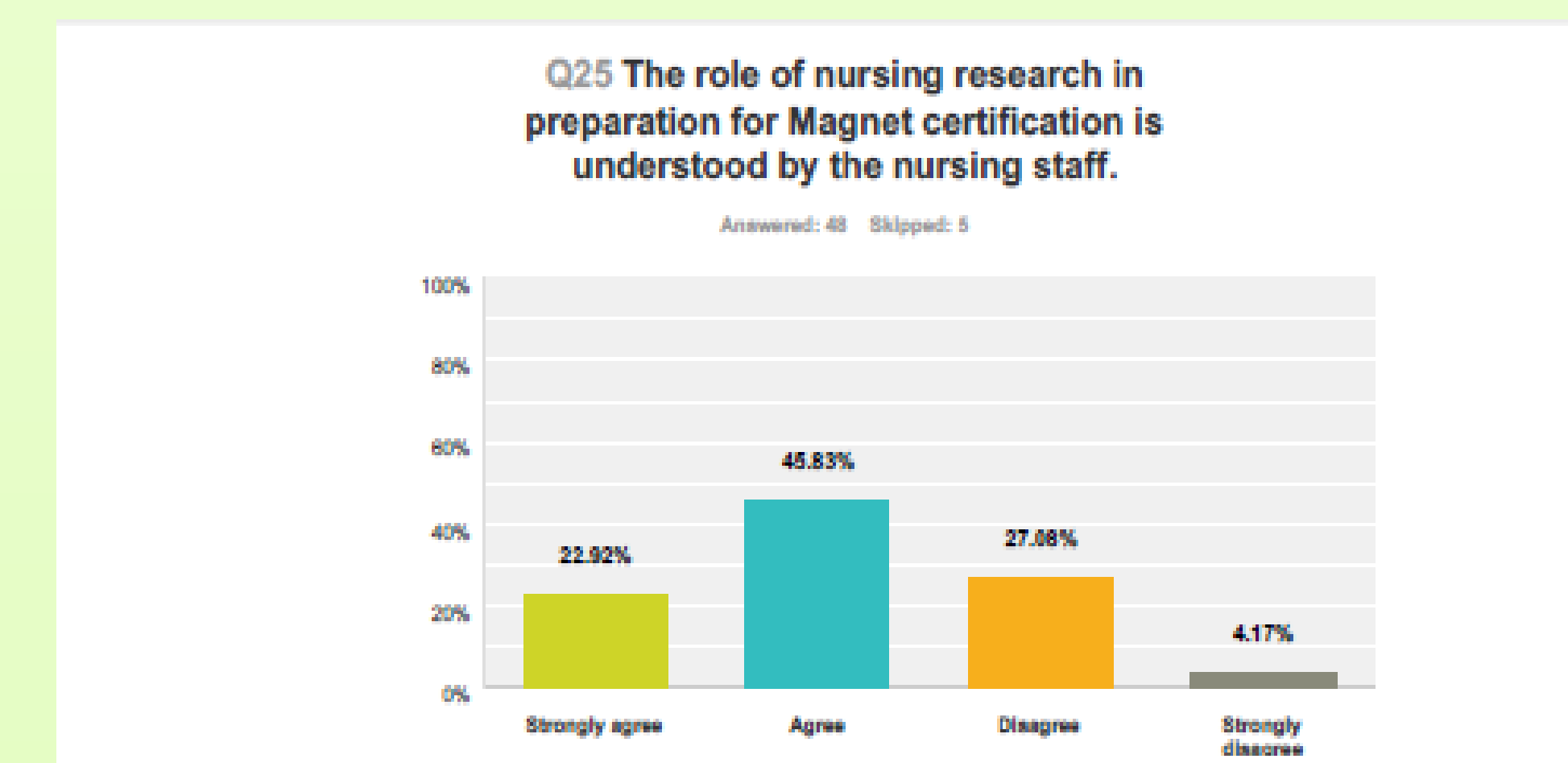
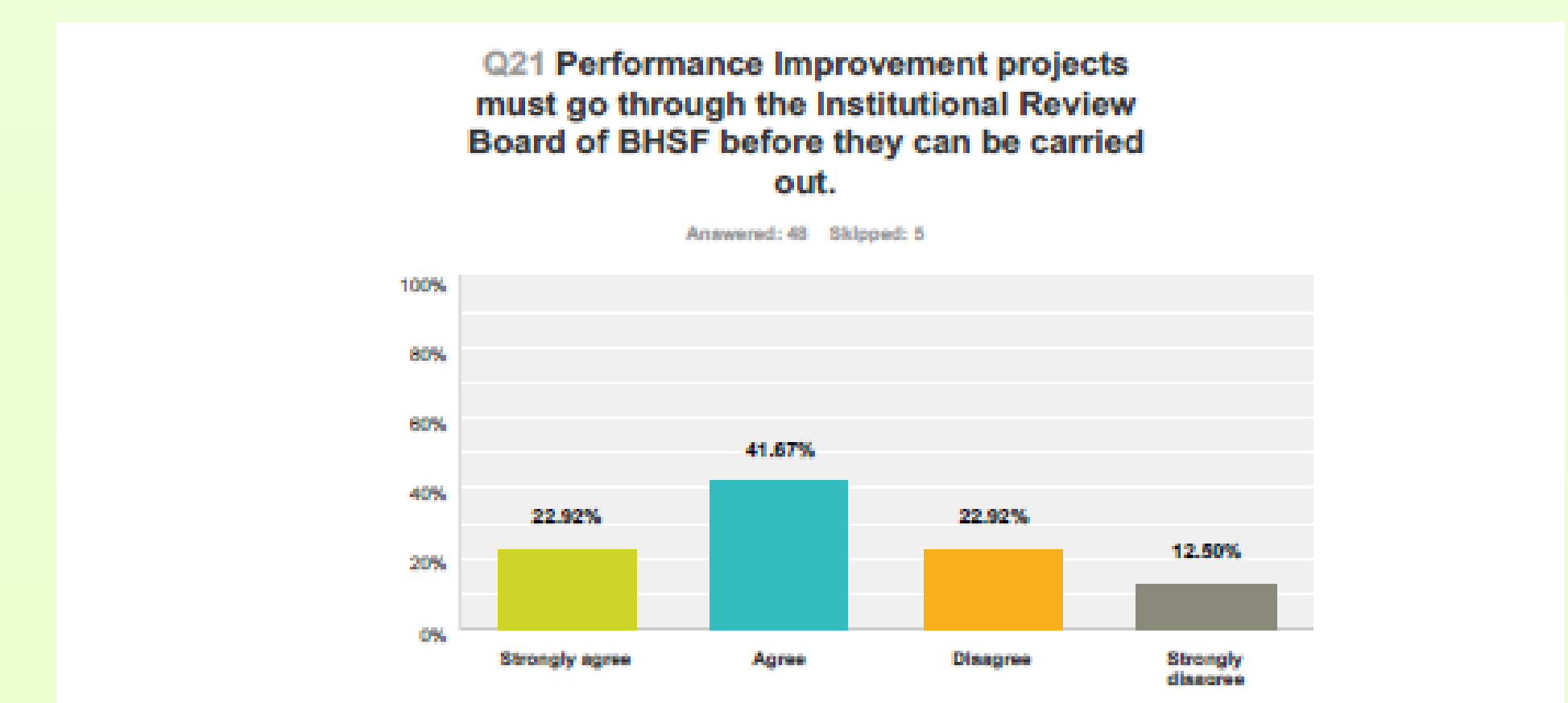
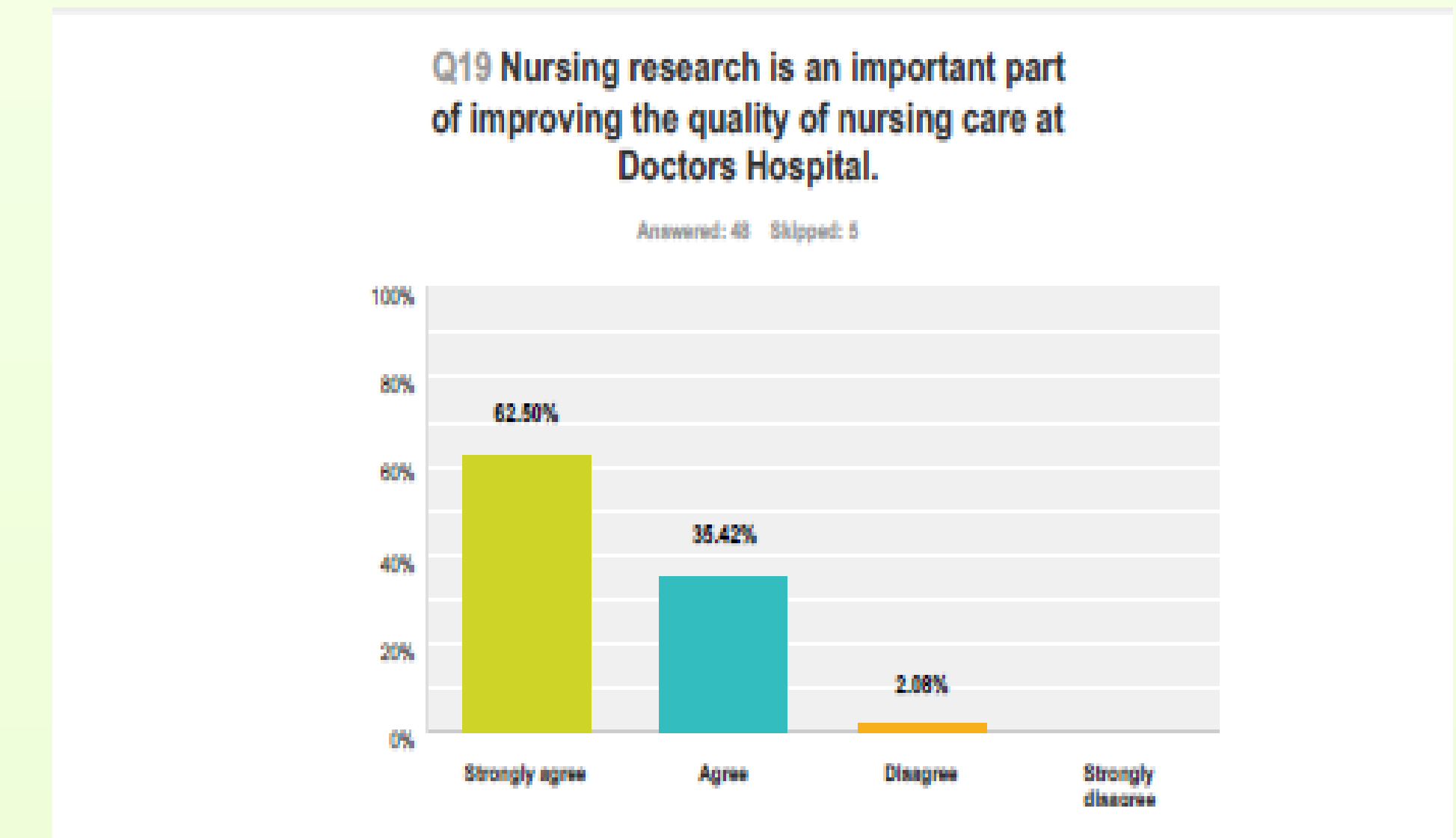
**The Nursing Evidence Based Practice Survey:** A 10 question survey designed to explore nurses' perceptions of research and evidence in planning and implementing changes in nursing care and ensuring quality practice at DH. The questionnaire is scored using a six level Likert scale ranging from Strongly Agree to Strongly Disagree.

**Demographic Survey:** Contains demographic information including age ranges of the nurses, nursing education completed, and range of years employed at DH. To avoid personal identification of the nurses based on their ages or years at DH, ranges for these values will be used.

## RESULTS



## RESULTS



## DISCUSSION

The results indicated that nursing leadership was perceived as accessible and there is a general sense of teamwork among the nurses. Nurses are aware of the importance of nursing research. Self governance is well understood. Education and learning experiences to increase the understanding of research in the Magnet process would be helpful. Overall, the findings indicate that DH nurses see the importance of evidence based practice process for the continual achievement of quality care at DH.

## REFERENCES

Matthews, S., Laschinger, H. K. S., & Johnston, L. (2006). Staff nurse empowerment in line and staff organizational structures for chief nurse executives. *Journal of Nursing Administration*, 36(11), 526-533.