

Transactional Leadership Style, Role Efficacy and Organisational Commitment among Nurses

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Abstract

A nurse is a healthcare professional who focuses on autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing is both an art and a science but at the same time effective leadership is essential if a health service organisation is to provide high quality care and succeed financially. Transactional leadership style is one that is most apt for nursing profession. At the same time, role efficacy which means the potential effectiveness of an individual occupying a particular position in an organisation carries a vital significance. The combination of ability to lead and positive self-evaluation has an important impact upon the organisational commitment of an employee. Taking this view in mind, the present study was designed to study the effect of transactional leadership style and role-efficacy on the organisation commitment of nurses. A sample of 100 government hospital nurses belonging to an age group of 40-45 years, having atleast 6-8 years of job experience was selected. Transactional Style Inventory (TSI-N, Saxena, 2000), Role Efficacy Scale (UdaiPareek, 2000) and Organisational Commitment Questionnaire (Mowdey, Steers and Porter, 1979) were administered to measure these variables. The results revealed the positive relationship between nurturing, regulating and adaptive dimensions of transactional leadership style with practivity, personal growth and self-role integration of role efficacy. At the same time, these dimensions emerged as positive predictors of high organisational commitment.

Key words: Leadership style, role efficacy and organisational commitment

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