

EFFECT OF MANAGEMENT TRAINING PROGRAM ON NURSE MANAGERS PERFORMANCE AT A SELECTED HOSPITAL

FATEN SALAMA ABDELAZIZ & LAILA MOHAMED ABDO

Research Scholar, Nursing Administration, Faculty of Nursing, Cairo University, Egypt

ABSTRACT

Nurse Managers are promoted to their managerial positions with little or no preparation. They learn through following traditional management practices of others, trial and errors, and word of mouth. This study was conducted to evaluate the effect of management training program on the nurse managers' knowledge and performance. The quasi-experimental design was utilized to attain the aim of the study. The study sample consisted of 20 nurse managers working at the selected hospital. Three tools developed by the researcher were used for data collection: need assessment checklist, knowledge test, observational checklist, & program assessment tool. The study results indicated that the program showed significant improvement in the participants' management knowledge and performance. The participants expressed their satisfaction with the program. The total performance in immediate and follow up program implementation period is positively correlated with the participants' age & experience. The study recommended that: Investing resources into the ongoing development of the leadership and management skills of the nurse managers will improve their performance and can provide significant contribution to staff and health care organizations. Nurse educators in health training institutions in consultation with other stakeholders should revise the curricula for training nurse managers in order to develop courses that will adequately prepare the nurses for the management roles in the health care organizations.

KEYWORDS: Training Program, Nurse Manager