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A Comparative Study to Assess the Perception of Work Related Empowerment between Government Nurses Vs Private Nurses

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Abstract: ***This study aims to compare the perception of work - related empowerment between government and private sector nurses. A questionnaire based survey was conducted among 20 nurses. The study explores how structurally and psychologically empowered nurses feel in their respective workplaces. The findings reveal that nurse managers were structurally empowered at an adequate level and experienced a higher level of psychological empowerment.***

Keywords: Nursing, Work Related Empowerment, Government Nurses, Private Nurses, Psychological Empowerment

Research Questions?
(1) How structurally empowered are nurses?
(2) How psychologically empowered do nurses feel?

1. Introduction

Today's health care system faces many challenges, including organizational change and limited resources. Increased requirements and higher patient expectations have an impact on health care delivery standards, nurse competencies and the working environment (Ahmad and Oranye, 2020; Davies et al., 2021; Royer, 2021). It should be noted that leadership is a crucial component in creating empowering conditions in the workplace that serve to attract and retain employees in the organization.

The concept of nurse manager (nurse administrator, head nurse of unit) in the hospital context varies in different countries. Each employer defines the responsibilities, competencies, functions and requirements for the working content of a nurse managerrole, but the main responsibility is to organize nursing care within the unit.

Concept of Empowerment
The concept of empowerment is subject to different views and approaches. Difficulties in defining the concept arise due to differences in situation and time; however, researchers have successfully managed to adopt it from the social and psychological literature, and apply it to the field of nursing (Cai et al., 2019). Despite numerous studies of empowerment, nurse empowerment has mostly been investigated from the perspectives of structural and psychological empowerment (e. g. Bish et al., 2014)

Structural Empowerment:
Kanter's (2015) well - known theory of empowerment is used to form the ground for the domain of structural empowerment. According to Kanter (2018), there are certain factors of the organization that describe empowerment, and these include access
to information, access to support, access to resources and opportunities for mobility and growth. When combined, these factors define the concept of feeling empowered. Additionally, the influences of formal and informal power facilitate access to these empowerment structures.

Psychological Empowerment
Psychological empowerment is one of the important aspects of workplace empowerment (Wagner et al., 2020). A few studies (Irvine et al., 1999; MacPheeet al., 2021) refer to the earlier work of Bandura (2011) stating that psychological empowerment is a process of gaining and having the experience of self - confidence and an ability to act successfully. Empowering work conditions also enhance the feelings of self esteem and self - efficacy. Therefore empowerment can be understood as three dimensions that are related to each other, and which can be expressed in terms of verbal, behavioral and outcome empowerment.

Significance
This study is significant as it provides valuable insights into the perception of work related empowerment among nurses in government and private sectors. The findings can be used to improve work conditions and patient care in both sectors.

2. Data Collection and Analysis

The data were collected from GH Kuzhithurai and Annammal Hospital Kuzhithurai**.** The response rate was 100%. The nurse managers individually completed the questionnaires. Descriptive statistics were used to describe the main characteristics of the data, and to summarise it numerically. The total structural empowerment score was calculated by summing the averages for each of the six subscales, ranging from 1to 24.

3. Discussion

Section - A

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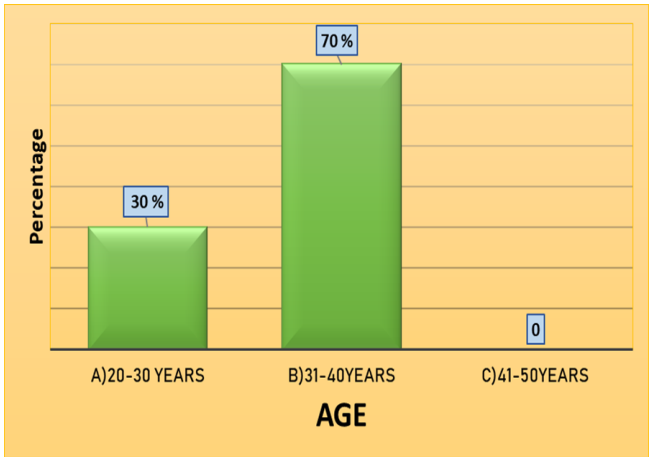
Table 1: Data pertaining to frequency and percentage distribution of demographic variables of Government Sector Nurses



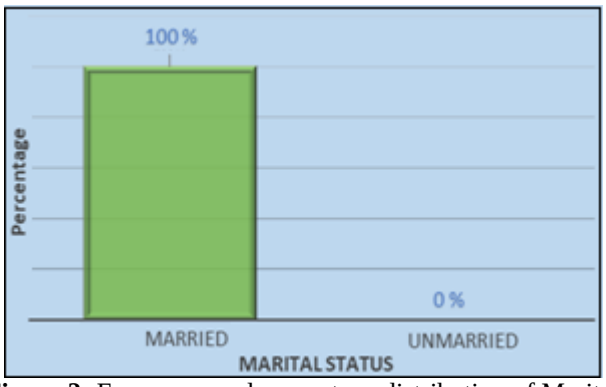


Figure 2: Frequency and percentage distribution of Marital status

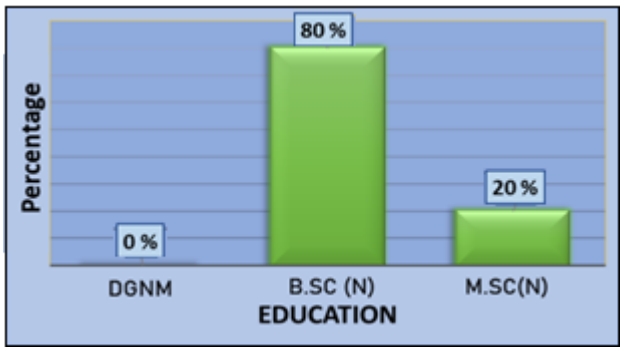


Figure 3: Frequency and percentage distribution of Education

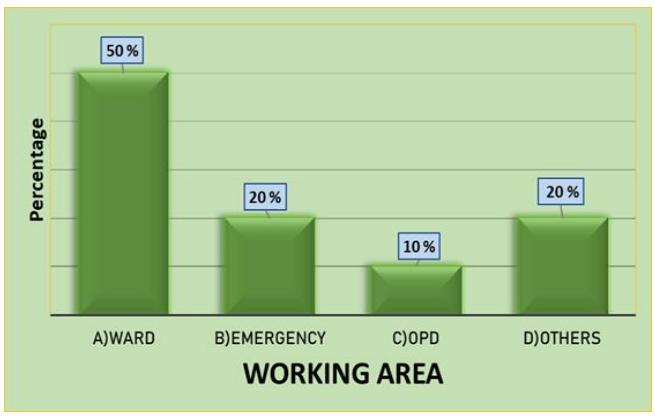
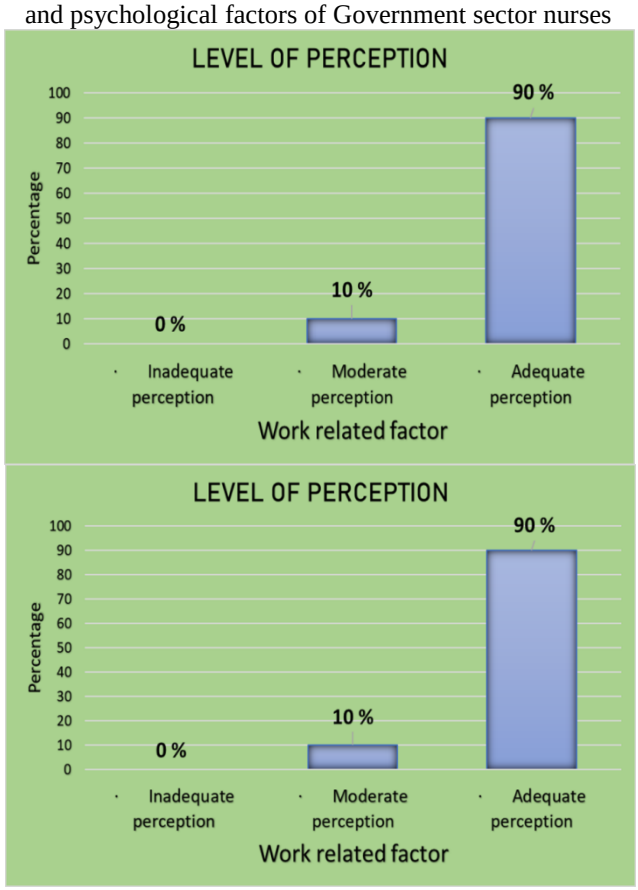


Figure 4: Frequency and percentage distribution of working area

Table 3: Data pertaining to frequency and percentage distribution on level of perception of work related factors and psychological factors of Government sector nurses



Data pertaining to frequency and percentage distribution on level of perception of work related factors and psychological factors of private sector nurses

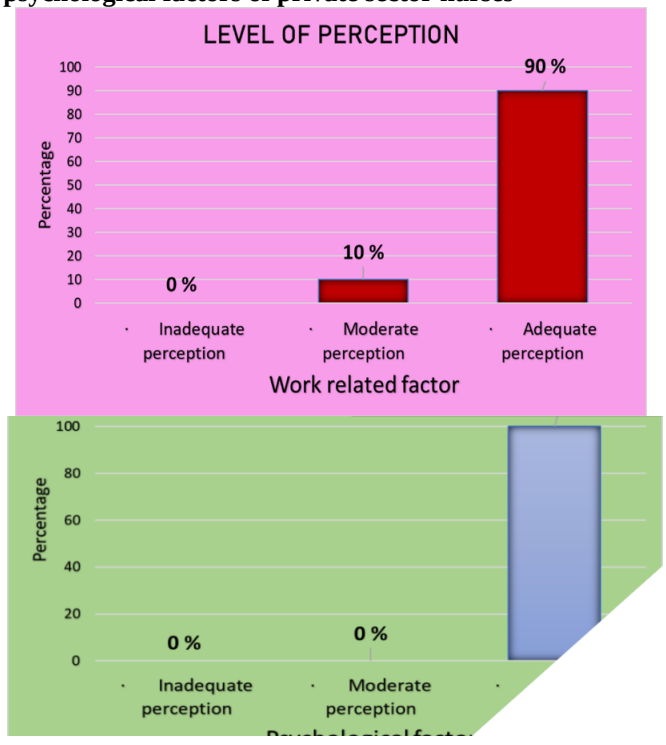


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Table 5: Data pertaining to association between the level of perception with selected demographic variables of Government sector Nurses

S.NO	Demographic Variables	Level of Perception			χ^2	P VALUE
		Inadequate perception	Moderate perception	Adequate perception		
1	Age				10	df=4
	a] 20-30 years	3	0	0		9.49
	b] 31-40 years	0	1	6		
	c] 41-50 years	0	0	0		
2	Marital status				0	df=2
	a] married	0	1	9		5.99
	b] unmarried	0	0	0		
3	Education				0.278	df=4
	a] DGNM	0	0	0		9.49
	b] B.Sc(N)	0	1	7		
	c] M.Sc(N)	0	0	2		
4	Working area				1.111	df=6
	a] Ward	0	1	4		12.59
	b] Emergency	0	0	2		
	c] OPD	0	0	1		
	d] Others	0	0	2		

Data pertaining to association between the level of perception with selected demographic variables of private sector nurses

S.NO	Demographic Variables	Level of Perception			χ^2	P VALUE
		Inadequate perception	Moderate perception	Adequate perception		
1	Age				0.741	df =4
	a] 20-30 years	0	1	5		9.49
	b] 31-40 years	0	0	3		
	c] 41-50 years	0	0	1		
2	Marital status				0.02	df = 2
	a] married	0	0	4		5.99
	b] unmarried	0	1	5		
3	Education				6.875	df = 2
	a] DGNM	3	3	0		5.99
	b] B.Sc(N)	0	1	3		
	c] M.Sc(N)	0	0	0		
4	Working area				0	df = 6
	a] Ward	0	0	5		12.59
	b] Emergency	0	0	1		
	c] OPD	0	0	2		
	d] Others	0	0	2		

Notwithstanding the fact of the changing environment in which they worked, this study revealed that nurses felt empowered.

As such, chief nurses have to find ways to promote innovative behaviour in nurses that will help them achieve their work related goals.

4. Limitations

There are some limitations to this study that should be noted. Firstly, the generalizability of the findings may be limited due to the relatively small sample of nurses.

5. Conclusion

The study found that nurse managers in both government and private sectors were structurally empowered at an adequate level and experienced a higher level of psychological empowerment. These findings have important implications for improving work conditions and patient care in both sectors. Future research should explore strategies to further enhance work related empowerment among nurses.

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