

## HOSPITAL NURSES' PERCEPTION OF THE QUALITY OF PATIENT CARE, PATIENT AND NURSE SAFETY ON THEIR UNIT

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**R**esearch has demonstrated that quality of care, patient and nurse outcomes are important in healthcare. The goal of this research project was to describe staff nurses' perception of the quality of care, patient and nurse outcomes and examine the relationship of the variables with the nurses' perception of their nurse managers' leadership practices. There were 150 surveys distributed and all RNs, LPNs and RPNs from three surgical units in two hospitals were invited to complete two surveys. One survey was asking for their perception of their nurse managers' leadership practices using Kouzes and Posners Leadership Practice Inventory (LPI) (2013). The second survey captured their perception of quality of care on the unit, staff intent to leave, medication safety and overall patient safety. There were 103 completed surveys returned. Data was entered into SPSS and descriptive analysis and regression analysis were conducted to examine the relationships between the perception of the managers' leadership practices and the quality of care, patient and nurse safety. The statistical analysis did not show a relationship between leadership and the outcomes. However, a significant finding was that 65% of the nurses did report that the overall quality on the unit in the last year had deteriorated. This session will report on the findings of the research project and the follow up with the nursing staff on the three surgical units.

### Biography

Karen Eisler has been a RN for over 40 years. She has worked as a clinical RN for 20 years in ICU and Emergency in an acute care hospital in Regina and for 20 years primarily in Administrative positions. The most recent was as the Executive Director of the Saskatchewan Registered Nurses' Association. Her Master's thesis and Doctoral research was in Nursing Leadership. The results indicated that managers' use of transformational leadership practices can affect the staff nurses' perception of the quality of patient care on a unit. Her research interest is in Nursing Leadership related to patient and staff outcomes, quality workplaces and provincial and national nursing regulation.

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