

Sustainable Young Nursing Business Manager Leadership Competency: The Philippines Experience

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Abstract

The global shortage of qualified nurse managers, particularly evident in the Philippines, is rooted in the absence of training programs for transitioning nurses into management roles. Recent studies highlight this gap, leading to the promotion of inexperienced nurses to leadership positions and resulting in ineffective management practices and compromised care quality. Recognizing the importance of sustainable leadership competency for the long-term viability of healthcare services, a study in Metro Manila seeks to address these issues. The research focuses on gathering insights from nursing business experts regarding essential skills for sustainable leadership among young nursing business managers. The study aims to not only explore these perspectives but also assess the competency levels of young nurse managers using a newly developed survey tool. The objectives encompass determining expert views on necessary skills, profiling participants based on demographic factors, assessing competency levels, and drawing recommendations from the mixed-methods study results. Employing a mixed-method approach, the study initially conducted interviews with nursing business leaders in Manila. The themes derived from these interviews were then utilized in formulating the questionnaire. The findings revealed demographic variations among participants, influencing their responses. Five major themes emerged, reflecting participant perspectives on the competency of young nurse business managers: professional conduct, educational competency, individual assessment, trans-cultural competency, and informatics tech competency. In conclusion, the study emphasizes the diverse skills and competencies required by young nurse business leaders for effective functioning in occupational and professional settings. These competencies, spanning professional conduct, individual assessment, cultural competence, and technological proficiency, are deemed critical components in assessing and evaluating the effectiveness and efficiency of young nursing leaders, as emphasized in the existing literature. The study underscores the imperative for comprehensive training programs to enhance the competency of young nursing leaders, contributing to the overall quality and sustainability of healthcare services.

Keywords: Nursing, leadership, Management, Concepts Investigated: professional conduct, individual assessment, culturally-inclined competency, informatics tech competency, educational competencies, Exploratory sequential Mixed-method, purposive sampling, The Philippines, South East Asia