Towards a Leadership Development Framework in Healthcare Administration

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Abstract

This study examined the relationships between resilience, self-efficacy, professional quality of life, and healthcare administration and investigated the influence of healthcare administration on leadership development among registered nurses in Rizal Province, providing the basis for the development of a Leadership Development Framework in Healthcare Administration. Specifically, it assessed the respondents' demographic characteristics and levels of resilience, self-efficacy, professional quality of life, healthcare administration, and leadership development, and determined the predictive influence of the study variables. A quantitative descriptive-correlational research design was employed among 290 registered nurses from selected public hospitals, private hospitals, and community health centers in Rizal Province using multistage sampling. Data were gathered through the Brief Resilience Scale, General Self-Efficacy Scale, Professional Quality of Life Scale, and researcher-developed questionnaires and analyzed using frequency, percentage, weighted mean, standard deviation, simple linear regression, and multiple linear regression. Results showed satisfactory resilience, high self-efficacy, favorable professional quality of life, and positive perceptions of healthcare administration. Resilience ($\beta = 0.182$, $p = .001$), self efficacy ($\beta = 0.382$, $p < .001$), and professional quality of life ($\beta = 0.342$, $p < .001$) significantly predicted healthcare administration, collectively explaining 38.3% of its variance ($R = 0.619$; $R^2 = 0.383$), with self-efficacy as the strongest predictor. Healthcare administration significantly predicted leadership development ($\beta = 0.363$, $p < .001$; $R^2 = 0.135$). The findings support an integrated leadership development framework emphasizing psychological resources, professional well-being, mentoring, leadership competencies, evidence-based management, and continuous professional development to strengthen nursing leadership and healthcare administration.

Keywords: Nursing and Healthcare Administration; resilience, self-efficacy, professional quality of life, leadership development; quantitative descriptive correlational design, regression analysis; Rizal Province, Philippines.