

LEADERSHIP ORIENTATION OF NURSE MANAGERS: ITS INFLUENCE TO NURSES  
LEVEL OF EMPOWERMENT AND PERCEIVED PATIENT OUTCOMES IN  
SELECTED PRIVATE HOSPITALS IN ILOILO CITY

A Thesis

Presented to

The Faculty of Graduate Studies

Central Philippine University

Iloilo City

In Partial Fulfillment

of the Requirements for the Degree

Master of Arts in Nursing

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JUNE 2022



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**ABSTRACT**

This study investigated the leadership orientation of nurse manager and its influence to nurses' level of empowerment and perceived patient outcomes in selected private hospital in Iloilo City. A descriptive-correlational research design was utilized to analyze the data study. A total of 153 staff nurses from selected private hospitals in Iloilo City consented and completed the adopted questionnaires namely: multifactor- leadership questionnaire, a 12-item psychological empowerment tool, and a researcher-made questionnaire for perceived patient outcomes. Permission from the author to use the adopted standardized research instruments for the study was secured. Moreover, the researcher made questionnaire underwent validation and reliability testing. The data gathered were analyzed using statistical package for the social sciences (SPSS). To present descriptive measures, frequency distribution, percentages, and mean were used, while Cramer's V and phi were used to test the relationship of leadership orientation of their nurse managers to staff nurses' level of empowerment and perceived patient outcomes.

More than half of staff nurses considered their nurse manager as transformational. Additionally, a higher proportion of staff nurses had a moderate level of empowerment and had a favorable attitude towards perceived patient outcomes.

Moreover, Cramer's V test revealed a very weak relationship between nurse managers' leadership orientation and staff nurses' level of empowerment. Consequently, there is weak relationship between leadership orientation of nurse managers and the staff nurses' perception toward perceived patient outcomes.

Lastly, employing the Cramer's v statistical analysis, a moderate association between staff nurses' level of empowerment and their perceived patient outcomes was observed.