

ABSTRACT

RESEARCH PAPER: Structural Empowerment and Job Satisfaction among Nurses

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Strong nurse leadership is positively correlated to registered nurse job satisfaction and access to empowerment structures (Manojlovich & Laschinger, 2007). Structural empowerment is important for nurse job satisfaction (Manojlovich & Laschinger, 2007). The purpose of this study is to test the Nursing Worklife Model to determine if the term empowerment should be included in the model and to explain the outcome of nurse job satisfaction. The impact of structural empowerment on the professional work environment may contribute to job satisfaction.. Kanter's Theory of Structural Empowerment (1993) and the Nursing Worklife Model (Leiter & Laschinger, 2006) will serve as the study framework. The sample will include 50 professional nurses providing direct patient care and working in tertiary care hospitals in Michigan. Structural empowerment will be measured by using the Questionnaire-II, and work effectiveness will be measured using the CWEQ-II (Manojlovich & Laschinger, 2007). The study findings may provide strategies to improve registered nurse empowerment and job satisfaction.