

ABSTRACT

RESEARCH PAPER: Effect of Structural Empowerment and Perceived Organizational Support on Middle-Level Managers' Role Satisfaction

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Hospital restructuring in the past decade has caused a modification of the role and responsibilities of middle-level managers. Managers have taken on a broader range of duties and this has resulted in decreased empowerment. The purpose of this study is to examine the relationship between structural empowerment and perceived organizational support and the effect of these factors on the role satisfaction of middle-level nurse managers. This is a replication of Patrick and Laschinger's (2006) study. Kanter's (1977) Structural Theory of Organizational Empowerment is the framework. The study will take place in Indiana at the Clarian Health Partners Network. The random sample will include fifty middle-level managers. Questionnaires will be mailed to their home addresses. The findings will help hospitals create and support constructive work environments that allow managers to mentor potential nurse leaders, and have job satisfaction in the leadership role.