

Abstract

REAEARCH PAPER: Using Empowerment to Build Trust and Respect in the Workplace: A Strategy for Addressing the Nursing Shortage

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The perceived lack of trust as well as respect in the work environment has negative effects on employees as well as the organization. Employees who have a lack of trust will be less likely to contribute to the organizations' goals. The purpose of this study is to test a model linking nurses' empowerment to organizational justice, respect and trust in management and ultimately, job satisfaction and organizational commitment. This is a replication of Spence Laschinger and Finegan's (2005) study. The framework is Rosabeth Kanter's Theory of Organizational Empowerment. The study will include professional nurses who provide direct patient care in two long-term acute hospitals (LTACH) in Indianapolis and Lafayette Indiana. An anticipated sample will be between 50-100 nurses. Laschinger, Finegan, Shimian, and Wilk's (2001) Conditions of Work Effectiveness Questionnaire-II will be used to measure the nurses' perception empowerment. Interactional Justice will be measured using Moormans (1991) Justice Scale. Respect will be measured using Siegrist's (1996) Esteem Scale. Job satisfaction and organizational commitment will be measured using subscales from Williams and Copper's (1998) Pressure Management Indicator. Findings will expose the pivotal role and importance of the nurse manager in creating and maintaining trust with staff.