

Leadership styles and job satisfaction of nursing teams: a systematic review of the literature

Nuno Dias¹

 orcid.org/0000-0001-7552-7278

Ana Borgas²

afborgas@gmail.com

Ana Coelho³

anasu7@gmail.com

Clarinda Fernandes⁴

clarindafernandes@sapo.pt

¹Enfermeiro Especialista em Enfermagem de Reabilitação, Enfermeiro Especialista no Hospital de Arcebispo João Crisóstomo, Cantanhede.

²Enfermeira Especialista em Enfermagem Médico Cirúrgica, pela Escola Superior de Enfermagem de Coimbra, Enfermeira Especialista no Centro Hospitalar e Universitário de Coimbra.

³Enfermeira Especialista em Enfermagem de Reabilitação pela Escola Superior de Enfermagem de Coimbra, Enfermeira Especialista no Centro Hospitalar e Universitário de Coimbra.

⁴Especialista em Enfermagem de Saúde Materna e Obstétrica pela Escola Superior de Enfermagem Bissaya Barreto, Mestre em Ciências de Enfermagem pelo Instituto de Ciências Biomédicas Abel Salazar, Enfermeira Gestora no Centro Hospitalar e Universitário de Coimbra.

Abstract

Introduction

Organizations need entrepreneurial leadership at all levels.¹ Leadership is the process by which one person exerts influence over another in order to guide them towards the execution of objectives.^{2(p5)} It is related to job satisfaction and the leadership style adopted by leaders.³

Leading is a fundamental competence of nurse managers who must guide their work process and lead their team towards job satisfaction, with the adoption of characteristics and methods that define a leadership style.⁴

Aim

Identify and analyze the relationship between leadership styles and job satisfaction in nursing teams.

Methodology

Systematic reviews of effectiveness, performed in December 2019, according to the Joanna Briggs Institute protocol⁵ in the MEDLINE complete→; CINAHL complete→; Business Source Complete→ and Scielo→ databases, to answer the instigation question: what is the relationship between the leadership style of nurse managers and job satisfaction in nursing teams? Using a PI[C]O strategy, studies were included that: address nurses performing functions in direct care; that refer to leadership styles of nurse managers; that professional satisfaction is measured by any instrument and that they are quantitative studies, of an experimental nature, observational studies, published without temporal limitation and written in Portuguese, Spanish and English; available in full text and open access. Theses, dissertations, reviews (systematic, narrative and integrative), as well as opinion articles and editorials, are excluded. Two independent reviewers carried out the relevance analysis of the articles, data extraction and synthesis.

Results

Out of a total of 292 articles found, 10 were included. It is a consensus among the various authors that job satisfaction is influenced by the leadership style of the nurse manager. There is a trend towards the adoption of a transformational leadership style by the nurse managers and the relationship with the job satisfaction of the nursing teams.

Conclusion

Given the examples of ways to go, here presented, among other possibilities, and the norms that emphasize its relevance, community health and public health nursing should envision its future with a close eye on these challenges, for the discipline and for practice.

Keywords

Leadership Style; Job Satisfaction; Manager Nurse; Nursing Teams.

Corresponding Author:

Nuno Dias

E-mail: nunodias@live.com.pt



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