

## ASSESSMENT OF EMPOWERMENT AMONG GRADUATED NURSES OF SELECTED COLLEGE OF NURSING

Dr. Padmavathi R<sup>1\*</sup>, Jayanthi L<sup>2</sup>, Dr. Angel Shalini W<sup>3</sup>

<sup>1</sup>Principal, GRT College of Nursing, Tiruttani, Tamil Nadu, India.

<sup>2</sup>Associate Professor, GRT College of Nursing, Tiruttani, Tamil Nadu, India.

<sup>3</sup> Professor, GRT College of Nursing, Tiruttani, Tamil Nadu, India

### ABSTRACT

Empowerment is a crucial concept for improving the job satisfaction, confidence, and professional outcomes of nurses. The study aimed to assess the level of empowerment among graduated nurses from a selected college of nursing in Tiruvallur district. A descriptive, quantitative research design was adopted, with 65 alumni nurses surveyed using a modified employee empowerment tool. The results indicated that most nurses (52%) experienced medium empowerment, with a significant portion (32%) feeling good empowerment, particularly in areas such as participation in decision-making and perception of their immediate supervisor. Clinical practicum exposure showed a positive impact on empowerment. Demographic factors, such as age, position, and satisfaction with current roles, were found to influence empowerment levels. The study underscores the importance of empowering nurses through education, leadership, and exposure to positive organizational practices to enhance job satisfaction and care outcomes

**Key words:** Empowerment & Graduated Nurses.

Corresponding Author

**Dr. Padmavathi R**

Article Info

*Received 12/01/2025; Revised 20/02/2025*

*Accepted 24/02/2025*

### INTRODUCTION

#### “Empowerment -the key to healthy nurses”

- The American Heart Association

Empowerment means it is a positive concept of a power or authority given on doing something. This is also a dynamic concept that can be shared, taken or given to others. “An individual is vested with power or authority legally or formally to perform certain tasks”.

The concept of empowerment was first described for 30 years back [1]. A five-year study took place in a large organization and discovering the relationship between empowerment and organizational structure. Kanter’s theory suggests that a leader’s competency is mainly influenced by an organization’s behaviour in the form of providing formal and informal power. A structurally empowered working environment allows its employees to access to resources, information, and support [2].

Empowerment plays its role in gaining confidence, satisfaction, and its role in productivity.

Multiple studies over the years indicate that an empowered role at work is associated with less job tension, more engagement, better outcomes, and a strong positive feeling about one’s work.

The importance of empowerment in nursing profession is that the nurses will feel that they have the power to authorize their job, satisfaction in their job and feel appreciated. Besides, they will feel less worn-out in their work. It will also enhance the care of patient outcomes. Powerless nurses are less satisfied with their jobs and are more susceptible to burnout and depersonalization. Lack of nursing power may also contribute to poorer patient outcomes [3].

#### Need and Significance of the Study

Nurse acts as a leader and partner in the transformation of healthcare industry. Nurses and nurse managers must be empowered to perform leadership roles to facilitate positive patient outcomes. Empowerment is possible when employees have access to information,



support, resources, and the chance to discover and development. Employees' outcomes may be determined by the structure of organizational pattern, and also, we can find the relationship between organizational environment and employee's stress, burnout, civility, trust, organizational commitment, job satisfaction, and intention to leave the job.

Empowered nurses display more authority and an awareness of the accomplishment of their contribution to organizational goals. Nurses are often facing ridiculous situations during the provision of care. Besides clinical skills, graduates need a strong sense of professional values and identity. The responsibility falls on educational institutions and nursing organizations to empower graduates and to enter them into the profession. Thus, the present study aim to assess the empowerment of graduated nurses at selected college of Nursing, Tiruvallur district.

### Statement of the Problem

A descriptive study to assess the level of empowerment among graduated nurses at selected college of nursing, Tiruvallur district.

### OBJECTIVES

1. To assess the level of empowerment among graduated nurses
2. To associate the level of empowerment with their selected demographic variables.

### Operational Definitions Empowerment

It refers to the process of becoming stronger, more confident, controlling one's life and claiming one's rights and shows capacity to act autonomously to obtain access to resources, to participate actively in decisions making which will be assessed by using modified employee empowerment survey.

### Graduated Nurses

Registered nurses who have completed four years BSc(N) degree program in GRT College of Nursing with minimum one year of experience.

### Review of Literature

Laura Visiers-Jiménez, *et al.* (2022) performed a comparative and cross-sectional study in the Czech Republic, Finland, Italy, Portugal, Slovakia, and Spain with graduating nursing students ( $n = 1746$ ) using the Essential Elements of Nurse Empowerment scale. Potentially related factors included age, gender, a previous degree in health care, work experience in health care, graduation to first-choice profession, intention to leave the nursing profession, level of study achievements, satisfaction with the current nursing programme, clinical practicums, theoretical education, and generic competence measured with the Nurse Competence Scale. The data were analysed statistically. Graduating nursing students'

self-assessed level of empowerment was moderate, with statistical differences between countries. Those with high empowerment had no intention to leave the nursing profession, had a higher level of study achievements, and a higher self-assessed generic competence level. The results suggest that empowerment needs to be enhanced during nursing education. Further research is needed to understand the development of empowerment during the early years of a nursing career [4].

### RESEARCH METHODOLOGY

A quantitative approach descriptive research design was used to assess the empowerment among graduated nurses at selected college of nursing, Tiruvallur district. The Alumnae members of the nursing colleges in Tiruvallur District were considered as its population. A total of 65 samples / Alumnae responded to the online survey. A modified employee empowerment survey was used to assess the empowerment of the graduated nurses. Data were analysed by using descriptive and inferential statistics. Findings of the study were presented based on the objectives,

### Description of the tool

**Section A:** Background variables include age, Education, Position, Monthly Income, Work Experience, Intention to leave the profession, Level of Study Achievement, Satisfaction with current nursing profession, Clinical Practicum and Theoretical education.

**Section B:** Researcher used the Modified Employee empowerment survey to assess the empowerment of the graduated nurses which comprises of 24 items with 5-point rating scale; each item has five options varying from the response "Always" to "Never". Each response carried a score of 1-5 respectively. Therefore, the maximum possible score is 120. It had 4 dimensions namely; Participation in Decision Making, Perception of Immediate Supervisor, Perception of Higher Management, Management of change and the scores were arbitrarily divided as No empowerment (24-48), Low empowerment (49-72) Medium empowerment (73-95) and good empowerment (96-120).

### RESULTS AND DISCUSSION

#### Background variables of the Graduated Nurses

In regard to the age, 25 (39%) of them were in the age group of 21-23 Yrs and 24-26 yrs respectively, 11 (16%) of them were in the age group of 27-29 yrs and 4 (6%) of them were in the age group of 30 yrs and above. With respect to educational qualification, 46 (71%) of them had completed BSc(N) degree and 19(21) of them were completed MSc(N). Regarding the position, Majority of the participants 54 (83) were holding the current positions of staff nurse, 8(12%) were in teaching, 1(2%), 2(3%) of them were Ward In-Charge and Higher level leadership Position respectively. While portraying their monthly income 48(74%) of them were fall in the category



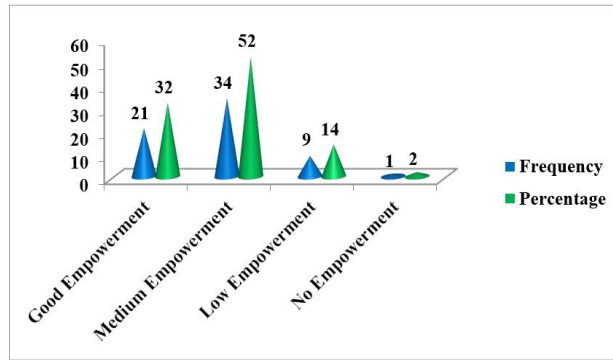
of <20,000/, 13(20%) of them were fall in the category of 20001 to 40,000/-, 4(6%) of them were fall in the category of 40001 and above. With regard to the total year of experience 39(60%) had 1-2 years of total experience, 14(22%) had 3-4 years of total experience, 12(18%) had 5yrs and above. Regarding the Intention to leave the profession, majority 56(86) of them didn't have intention to leave the profession, but only 9(14%) of them had an intention to leave the profession.

Regarding the Level of Study Achievement, 35(54%) of them fall in the category of 61-75% (Moderate achiever), 28(43%) of them were fall in the category of 76% - 85% (High achiever) and 2(3%) of them fall in the category of above 86% (Very High achiever). With

respect to the satisfaction with current nursing profession, 23(35%) of them were highly satisfied, 36(55%) of them were satisfied and 6(9%) of them were dissatisfied.

In the aspect of Clinical Practicum 44(68%) of them were marked that they had a Good Exposure and experience, 18(27%) of them were marked that they had a Moderate exposure and experience only few 3(5%) of them were marked that they had a Mild exposure and experience. In regard to Theoretical education, 35(54%) of them were stated that they had a good Theoretical education, 19(29%) of them were stated that they had an excellent Theoretical education and 11(17%) of them were stated that they had a Satisfied Theoretical education.

**Figure 1: Frequency and percentage distribution of level of empowerment of Graduated Nurses**



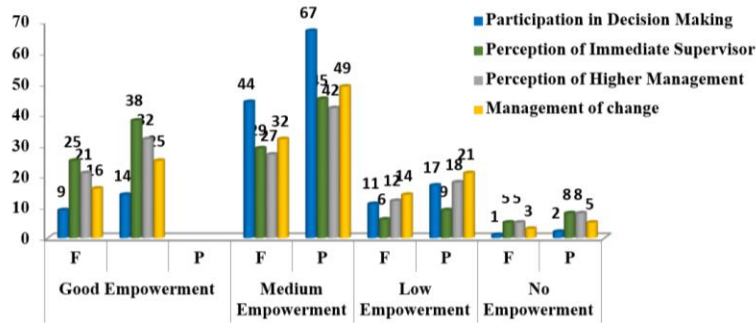
This figure depicts the Level of empowerment of graduated nurses in selected college of Nursing. Nearly half of them 34(52%) had a Medium level of Empowerment, 21(32%) of them had a good level of Empowerment, 9(14%) of them had a Low level of Empowerment and only one graduate had a no empowerment level in context to the overall level of empowerment.

This findings is supported by the study done by Laura Visiers-Jiménez et al (2022) to assess the Graduating Nursing Students' Empowerment and Related Factors: Comparative Study in Six European Countries and concluded that Graduating nursing students' self-assessed level of empowerment was moderate, with statistical differences between countries. Similarly in present study also 34(54%) had a medium level of empowerment.

**Table 2: Domain wise Frequency and percentage distribution of level of empowerment of Graduated Nurses**

Domain wise Level of empowerment	Good Empowerment		Medium Empowerment		Low Empowerment		No Empowerment	
	F	P	F	P	F	P	F	P
Participation in Decision Making	9	14	44	67	11	17	1	2
Perception of Immediate Supervisor	25	38	29	45	6	9	5	8
Perception of Higher Management	21	32	27	42	12	18	5	8
Management of change	16	25	32	49	14	21	3	5





This figure depicts the domain wise Level of empowerment of graduated nurses, in the aspects of Participation in Decision Making 9(14%) of them had god empowerment, 44(67%) of them had medium level of empowerment, 11(17%) of them had low level of empowerment and only one had no empowerment. In relation to Perception of Immediate Supervisor, 25(38%) of them had good level of empowerment, 29(45%) of them had medium level of empowerment, 6(9%) had low level

of empowerment and 5(8%) of them had no empowerment. In regard to Perception of Higher Management, 21(32%) had good empowerment, 27(42%) had medium level of empowerment, 12(18%) of them had low level of empowerment and 5(8%) of them had no empowerment. In relation to Management of change, 16(25%) had good empowerment, 32(49%) had medium level of empowerment, 14(21%) had low level of empowerment and 3(5%) of them had no empowerment.

**Table 3: Mean and standard deviation of empowerment of Graduated Nurses.**

N=65

Level of Empowerment	Mean	SD
Overall Empowerment	88.3	16.4
Perception of Immediate Supervisor	21	3.6
Perception of Immediate Supervisor	23	5.3
Perception of Higher Management	22	5.6
Management of change	22	4.8

This table shows the mean and standard deviation of overall empowerment (88.3±16.4), Perception of Immediate Supervisor (21±3.6), Perception of Immediate

Supervisor (23±5.3), Perception of Higher Management (22±5.6), Management of change (22±4.8).

**Table 4: Association between the selected demographic variable and level of empowerment.**

S. No	Background variables	Good Empowerment	Medium Empowerment	Low Empowerment	No Empowerment	χ <sup>2</sup>
1	<b>Age</b>					1.5936 P<0.9530 NS
	a. 21-23 Yrs	8	14	3	1	
	b. 24-26 yrs	9	13	3	0	
	c. 27-29 yrs	5	4	2	0	
	d. 30 yrs and above	0	3	1	0	
2	<b>Education</b>					0.6188 P<.733884NS
	a. Undergraduate	17	22	8	1	
	b. Post Graduate	6	12	5	0	
	c. Doctor of hilosophy					
3.	<b>Position</b>					3.732 P<.4434 NS
	a. Staff Nurse	17	30	6	1	
	b. Ward In-Charge	1				
	c. Higher level leadership Position	1	1			
	d. In teaching	2	3	3		
	<b>Monthly Income</b>					3.681



4.	a. <20,000/-	13	26	8	1	P<.450989 NS
	b. 20001 to 40,000/-	7	5	1		
	c. 40001 and above	1	3			
5	<b>Work Experience</b>					
	a. 1-2 yrs	10	24	4	1	
	b. 3-4 yrs	6	5	3		
	c. 5yrs and above	5	5	2		
6	<b>Intention to leave the profession</b>					.1628 P<0.921845 NS
	a. Yes	3	5	1		
	b. No	17	29	8	1	
7	<b>Level of Study Achievement</b>					0.3027 P<0.989642 NS
	a. 50-60%					
	b. 61-75% (Moderate achiever)	11	13	6		
	c. 76% - 85% (High achiever)	10	12	6		
	d. Above 86% (Very High achiever)	1	1			
8	<b>Satisfaction with current nursing profession</b>					4.8593 P<0.30204 NS
	a. Highly satisfied	10	12	1		
	b. Satisfied	10	20	6		
	c. Dissatisfied	1	2	2	1	
9	<b>Clinical Practicum</b>					9.3156 P<0.53677 S* at 0.1
	a. Mild exposure and experience	1	1	1		
	b. Moderate exposure and experience	2	11	5		
	c. Good Exposure and experience	19	22	3		
10	<b>Theoretical education</b>					5.2924 P<0.2585 NS
	a. Satisfied	2	7	2		
	b. Good	9	20	5	1	
	c. Excellent	10	7	2		

This table depicts that there was a significant association found between the level of empowerment with the clinical practicum and which was statistically significant at  $p < 0.1$  level. Graduated nurses with good clinical exposure and experience during their clinical posting of study period had good and medium level of empowerment.

#### RECOMMENDATIONS

- The study can be conducted at a large scale with ten thousand sample
  - The study can be conducted separately to Govt and Private Nurses
  - A comparative study can be conducted between Internship completing students and graduated Nurses
- A comparative study can be conducted between the Nurses of Corporate and Missionary Hospitals.

#### IMPLICATIONS:

##### Nursing Education & Administration:

- Empowerment and Assertiveness training should be given from the first year onwards.
- Communication and Public speaking skill training should be the part of Nursing curriculum.
- Practical sessions to enhance the critical thinking of nursing students should be organized
- Employee empowerment survey should be taken among all graduating Students immediately after the internship posting.

##### Nursing Practice

- Nursing leaders should involve the nursing personnel from all cadres while planning for the patient safety initiatives.
- Continuing nursing education programmes should be organized in the hospital regularly.

##### Nursing Research



- This study finding should be published in reputed nursing journals and daily newspapers.

The study concluded that, majority of them had good as well as medium level of empowerment and few of them had low level of empowerment. The study also found that good clinical exposure and experience, theoretical education during their study period had high impact on empowerment among graduated nurses.

## CONCLUSION

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