

Leadership and teamwork in hospitals

This research project is part of an international research project, led by Prof. Dr. Yvonne Brunetto. This study compares the impact of the quality of supervisor-subordinate relationships on key performance outcomes including engagement, wellbeing, productivity, affective commitment and turnover intentions for public and private sector nurses. Recent research identifies the importance of workplace relationships, especially the relationship between a nurse and their supervisor in predicting the psychological wellbeing of nurses as well as their commitment to the hospital, engagement in the work, turnover, productivity and organisational effectiveness. Supervision practice is one of three factors leading to the higher turnover of nurses compared with other professions. This study examines the impact of variability in the supervisor-subordinate relationship on nurse outcomes. A multi-method design is used for the investigation, a quantitative survey as well as qualitative interviews. The project has international collaborators replicating the research by using the same instruments across public and private healthcare in Scotland, England, USA, Italy, Brazil, Austria, Germany and Netherlands.

Projektdurchführung für Österreich und Deutschland: Dr. Margit Raich (UNIT)

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