The Impact of Nurse-Physician Interprofessional Relationship on Nurses' Willingness to Engage in Leadership Roles: A Multilevel Modelling Approach

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Abstract : Nurse leaders play a fundamental role in transforming healthcare system and improving quality of patient care. Several healthcare organizations have called to increase the number of nurse leaders across all levels and in every practice setting. Identification of factors influencing nurses' willingness to lead can inform healthcare leaders and policy makers of potentially illuminating strategies for establishing favorable work environments that motivate nurses to engage in leadership roles. The aim of this study was to investigate determinants of nurses' willingness to engage in future leadership roles. The study was conducted at a public hospital in the Sultanate of Oman. A total of 171 registered nurses participated. A multilevel modeling was conducted. Findings revealed that 80% of nurses were likely to seek out opportunities to engage in leadership roles. The quality of the nurse-physician collegial relationships was a significant predictor of nurses' willingness to lead. Establishing a work environment's culture of positive nurse-physician relationships is critical to enhance nurses' work attitude and engage them in leadership roles.