

Library search

[Health & Medicine](#), [Nursing](#)



Library Search: Transitional in Professional Nursing Library Search Item
instruction Response Path to locate article Step I. I selected the topic
leadership and nursing after which I carried out library search through
CINAHL.

Step II. After typing CINAHL, I arrived at the page of Chamberlain College of
Nursing page.

Step III. From the page, I spotted EBSCohost from which I logged in.

Step IV. Thereafter, I selected a peer-reviewed article that addresses role of
leadership and collaboration on nursing turnover intention

Authors and Credentials

Authors include Maura Galletta, PhD, Igor Portoghese Msc PhD and Adalgisa
Battistelli Msc PhD

All from Department of Psychology, from University of Cagliari

Michael P. Leiter. Msc PhD

EA 4556 Laboratory Dynamics of Human Abilities and Health Behaviors,
Universe and Paul Valery.

References

Galletta, M., Portoghese, I., Battistelli, A., & Leiter, M. P. (2013). The Roles Of
Unit Leadership And Nurse-Physician Collaboration On Nursing Turnover
Intention. *Journal Of Advanced Nursing*, 69(8), 1771-1784. doi: 10. 1111/jan.
12039

Quotation with Citation

“ Bounded interactive context as well as individual’s proximal context
defines nurses in a working environment through their attributions and
characteristics. In this context, nurses build proper working relationships

with fellow nurses, physicians and supervisors”, (Bae et al, 2010)

Article summary

The article gives a comprehensive report about the relationship that exists between workers and supervisors at individual and group levels with nurses who intend to leave their units. The authors carried out a study through administration of questionnaires to measure the extent of leader-worker exchange and collaboration of nurse-physician analysis. The analysis took place at group level while turnover intention and effective commitment analyzed at individual level. The study took place in five Italian hospitals. The outcome of the study showed that when effective commitment occurs at individual level, then there is a complete mediation of relationship. The relationship exists between leader-member commutation at nursing turnover intention and group level.

In addition, the article also revealed that there is great significance in cross-level interaction. Nurses who had high levels of individual effective commitment at individual level revealed reduced level of turnover intention. Increased collaboration at group level makes the relationship stronger between nurse and physician.

The article outlines need for organizations to apply management practices leading to promotion of both nurse-physician relationships and high quality nurse supervisor. Furthermore, to retain workforce, the article maintains that organizations should promote individual commitment as well as quality relationship between that exists among staff members.

Application in future practice

The information I have learnt from this article will be of great significance for

me as a nurse in my future practice. For instance, I will constantly use effective interaction with my colleagues at the workplace environment for quality working relationships. A hospital unit is an environment where nurses work and interact on daily basis. I, being a nurse who will work in the nursing industry, must therefore apply interactive characteristics and attributes with supervisors and physicians.

I will also try to minimize rate of turnover to promote team cohesion as well as quality care because excessive turnover compromises the two. In addition, increased turnover also creates discrepancy between my organization and me as an employee.

Furthermore, I will always make great effort to maintain good exchange relationships to increase collaboration amongst us as the healthcare staff. Consequently, good exchange relationships will enhance my commitment to the organization.

References

- Bae, S. H., Mark, B. & Fried, B. (2010). Impacts of Nursing Unit Turnover On Patient Outcomes In Hospitals. *Journal Of Nursing Scholarship* 42, 40-49.
- Galletta, M., Portoghese, I., Battistelli, A., & Leiter, M. P. (2013). The Roles Of Unit Leadership And Nurse-Physician Collaboration On Nursing Turnover Intention. *Journal Of Advanced Nursing*, 69(8), 1771-1784. doi: 10. 1111/jan. 12039