

The Influence of Leader-Member Exchange and Structural Empowerment on Nurses Perception of Patient Safety Climate

Background: Reports have illustrated the lack of supportive and inclusive work environments is a causative factor of health related absences and nursing attrition. This has been reported to lead to increased risk to nurses' safety, patients' safety and poorer patient outcomes.

Methods: The purpose of this study is to examine the impact of the four dimensions of Leader-Member Exchange (LMX) (contribution, affect, loyalty, and professional respect) of nurse managers and access to the four structures of structural empowerment (SE) (support, opportunity, resources, and information) on nurses' perceptions of patient safety climate (PSC). A cross-sectional survey is conducted using a random sample of 230 nurses across Ontario in acute care settings. *Leader-Member Exchange-MDM*, *Conditions for Work Effectiveness Questionnaire-II*, and *Patient Safety Climate Questionnaire* are used to measure study variables.

Results: No specific research has examined the influence of LMX, and structural empowerment, on patient safety climate. This research proposal will meet the needs of the gap identified within the literature. Currently data is collected and waiting for analysis.

Discussion & Conclusion: This study may uncover some of the processes by which each of these variables influences the next.

Interdisciplinary Reflection: This study targets nursing leaders in front-line managerial positions, possibly increasing their awareness of SE allowing them to develop a more positive working environment on their unit that will lead to increased productivity and increased patient safety. Middle and upper management will be interested in these findings to examine positive influences to LMX and developing strategies and training to be provided to front-line managers to enhance a PSC.