

Understanding the Current Role of the Nurse Managers in A Saudi Context, Challenges and Enablers Experienced in this Role, A study protocol

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Abstract: The nurse managers' role is pivotal in healthcare organisations as they directly influence staff nurses and, therefore, patient safety outcomes. Hence, NMs have significant responsibilities and high expectations from patients, staff nurses, leaders, and organisations. However, these responsibilities remain unclear in the Saudi context. Therefore, it is crucial to identify the current NMs role and activities in Saudi Arabia and understand the challenges and enablers experienced in this role.

Objectives:

- To describe the current role of first line nurse managers (FLNMs), and middle line nurse managers (MLNMs) in the Saudi context;
- To identify any role challenges and enablers experienced by both FLNMs and MLNMs in this role;
- To identify whether the NMs demographic and organisational factors are influence any of these challenges and enablers;
- To explore how if any role challenges are experienced, and how they could be addressed;
- To explore the enablers experienced in this role and how they could be enhanced.

Methodology: A mixed methods -sequential explanatory design will be used. Phase one will be descriptive correlational study, following by a hermeneutic phenomenological study in the second phase .

Methods: Quantitative phase will administer cross-sectional survey to 300 NMs. Two scales will be adapted in this study; The Nurse Managers' Work Content (NMWCQ)(Nurmeksela et al ,2019) and a sub-scale from occupational stress scale (Al-Hawajreh ,2011). Qualitative Phase will use in depth ,phenomenological interviews, with an anticipated a number of approximately 30 participants.

Data analysis: Quantitative phase will use Statistical Package for Social Sciences (SPSS). Descriptive test and Inferential statistics test multiple linear regression analysis. Qualitative phase will use Van Manen's framework (1997), to analyse a hermeneutic-phenomenological data.

Integration: Integration in this study will occur in three levels; 1) design level ;2) Methods level; 3) interpretation & reporting level.

Key Words: Nurse manager's role , challenges, leadership competence ,mixed methods, phenomenology study, correlational design.