

Background to the study

On the worldwide scene, leadership plays an important role in human resource management within any organizational setting. It is responsible for the satisfaction of the organizational staff. In Uganda however, the mounting pressures to provide sufficient and quality health care yet with shortage of nursing staff within the hospitals makes even the provision of minimum standards of health care delivery difficult. It however requires leaders who inspire others to work towards meeting the demands of the public.

Purpose and problem statement

The study examined the influence of leadership styles on the satisfaction of nurses in Mulago hospital, Kibuli Muslim hospital and International Hospital Kampala in Kampala Capital City Authority (KCCA). This was mainly due to the fact that with the current shortage of nurses, poor leadership by nurse managers would result in loss of morale amongst the nurses followed by failure to retain and maintain nurses at work thus poor health service provision and its associated consequences.

Methodology

The study utilized a descriptive cross sectional study design in which questionnaires were administered to 421 nurses in Mulago Hospital, Kibuli Muslim Hospital and International hospital in KCCA. The Pearson's chi-square was used to establish the relationship between nurse managers' demographic characteristics and leadership styles influence on job satisfaction amongst the nurses.

Findings and recommendations

The study found out that in all the three different hospitals, nurse managers use laissez faire, transactional, transformational, bureaucratic, autocratic and democratic leadership styles, the use of laissez faire, autocratic, bureaucratic and democratic leadership styles varied from hospital to hospital. It found out that of all the background characteristics, educational attainment influenced nurse managers' leadership style. The study also found out that satisfaction of nurses within the

different hospitals was affected by different leadership styles as applied by the different nurse managers.

The study therefore recommends among others that besides different hospital administrations designing and implementing programs that train their respective nurse managers on leadership skills, Nurse Managers ought to be exposed during training to different leadership styles but importantly to the use of transactional, transformational, bureaucratic and democratic leadership styles, if satisfaction amongst the nurses is to be realized.