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## ***Investigating Participation of Head Nurses in Making Decisions and Their Satisfaction Level in Teaching Hospitals***

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### **Abstract**

Management theorists insist on the importance of the participation of employees in decision making processes, as it will affect their performance and the output of the work to be done in an easier way.

The aim of this study, was to determine head nurses' level of participative decision making and its relationship to their satisfaction level.

This study was a correlational study in which, head nurses' level of participative decision making and satisfaction levels were measured respectively. The data collection tools were Participative Decision Making (PDM) and Satisfaction of Participative Decision Making (SPDM) scales. Self report questionnaires were completed by head nurses, inside their work settings.

In this study, 94 nurses with baccalaureate science in nursing (BSN) degree who have been working in teaching hospitals of Iran University of Medical Sciences were recruited. One of the inclusion criteria was working history of more than the period of 6 months in the work setting that selected by census method of sampling.

Nurses obtained a moderate score in (PDM) and in (SPDM) scales. Findings, showed that a relatively strong statistically significant relationship between the two major variables of the study ( $r=0.661$   $P=0.000$ ). Among the demographic variables, sex, educational level and job position, influenced more in this significant relationship.

The results showed that, there is a statistical significant relationship between head nurses participative decision making and their satisfaction level. This study finding, helps the managers to facilitate participation of workers in making decisions in order to promote the efficacy of the organizations. The researcher strongly suggest furthur studies on participative decision making among other health professionals that might be necessary and could influence on quality of health care system organizations and the related outcomes.

**Key Words: Nurses, Participative decision making, Satisfaction level**

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