

# Management style affects quality of care and retention among nurses

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A recent study shows that encouraging nurses to work towards a collective goal within a supportive milieu—a style of management called transformational leadership—can have positive effects on the quality of the care given to patients. It was also a predictor of nurses' intentions to stay on at their current healthcare facilities. Conversely, abusive leadership practices potentially lead to poorer quality of care and to a strong intention to quit.

The findings come from a sample of 541 registered nurses in Quebec with less than five years of nursing experience who completed an anonymous online survey and self-reported on the effect of different management styles.

"Paying close attention to the leadership practices of nurse [managers](#) could go a long way in improving patient care and increasing the retention rate among our new [nurses](#)," said Dr. Mélanie Lavoie-Tremblay, lead author of the *Journal of Advanced Nursing* study.

"Managers should use the results to provide training for nurse managers focusing on transformational leadership practices and the dangers of abusive leadership."

**More information:** Mélanie Lavoie-Tremblay et al. Transformational and abusive leadership practices: impacts on novice nurses, quality of care and intention to leave, *Journal of Advanced Nursing* (2016). [DOI: 10.1111/jan.12860](https://doi.org/10.1111/jan.12860)

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