

**NURSING LEADERSHIP AND EMPLOYEE PRODUCTIVITY: A CASE STUDY
OF MULAGO HOSPITAL**

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ABSTRACT

The purpose of the study was to examine the impact of nursing leadership on employee productivity in Mulago hospital basing on the following objectives; to examine the nature of nursing leadership in Mulago hospital, to find out the level of employee productivity in Mulago hospital, and to establish the effect of nursing leadership on employee productivity in Mulago hospital.

The study design was cross-sectional in nature and a quantitative approach was employed. The formula of Krejcie Morgan (1970) was used to determine a sample size of 162. Primary data was collected by the use of questionnaire and secondary data was got from reports, internet, and journals with information related to nursing leadership and employee productivity. Descriptive analysis was used and Statistical Packages for Social Scientist (SPSS) was used to come up with Frequency tables and graphs, and correlation coefficient table.

Findings revealed that Nurse leaders in Mulago Hospital normally dominate in decision making, make things done through continual pressure and direction to their fellow nurses, and do not strictly adhere to the organizational rules and policies. Besides that in Mulago Hospital most employees do not work on few people in a day. Nevertheless, there is a strong negative relationship between nursing leadership on employee productivity.

In conclusion, for work to be effective there has to be finishing date. However in Mulago hospital most projects are not finished in time leading to low productivity. More so, not encouraging individuals in decision making, limits their input which is paid for by the organization hence low productivity.

It is recommended that management of Mulago Hospital should provide skill improvement opportunities. This could include paid education at universities or on the job training so that employees are given greater responsibility and scope to make decisions so that employees are motivated to work hard.