

The impact of transformational and transactional leadership styles on patient safety culture

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- Background:**
 - 75% of Taiwan hospitals in the accreditation system are district hospitals
 - These hospitals varies in size from 20-500 beds
 - Medication error from the district hospitals nurses result in patient's permanent disability.
- Objectives:**
 - To understand the impact of transformational and transactional leadership styles of the nurse manager on patient safety culture in district hospitals
- Methods:**
 - Transformational and transactional leadership styles measurement (Taiwan version) was based on MLQ (Multifactor Leadership Questionnaire) and constructed by Jing-yi Wu (Cronbach's α .97, .94).
 - Patient safety culture was measured by PSCHO (Patient Safety Climate in Healthcare Organizations (Cronbach's α .86) 5-point Likert Scale).
 - The questionnaires were administered in 312 district hospitals across Taiwan in July 2009. 101 district hospitals completed and returned the questionnaires. The response rate was 33%.
- Results:**

| Category | Score |
|--------------------------|-------|
| Management/ Organization | 3.71 |
| Individual performance | 3.27 |
| Blame/Shame | 3.52 |
- Conclusions:**
 - Both transformational and transactional leadership styles are positively related to patient safety culture.
 - In order to improve the patient safety culture, it is essential to identify the key factors of leadership styles which are related to patient safety culture and could be further employed in the training and development of leadership skills of the nurse managers.

