

Impact of Transformational leadership on nurse's teamwork patients and family members - A systematic Review

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ABSTRACT

The healthcare industry has been constantly developing, with an increasing necessity to advance care for patient while also accurately addressing the satisfaction and well-being of healthcare professionals, specifically nurses. Nurses play an important role within healthcare system, as they are often the main point of connection for affected people. Their satisfaction of job, different team works, and appointment directly impact the value of attention they deliver and the overall competence and presentation of overall healthcare settings. In recent years, there has been almost a growing attention within the leadership style's role in accurately shaping the environment of workplace particularly within healthcare. Among the different approaches of leadership, transformational leadership has got extensive care for its possibility to enhance many positive outcomes in several nursing teams. This leadership style has been categorized by the overall capability to both inspire and also stimulate many team members to accurately gain common goals, inspire personal development, and also build a supportive as well as innovative workplace. Research has also shown that many transformational leaders are able to enhance communication and teamwork, and also even collaboration among many nurses. Through empowering many nurses and also by encouraging their involvement within the process of decision-making processes, many transformational leaders are able in accurately contributing to a huge level job satisfaction and also a better job retention. Additionally, a motivated and also cohesive nursing team is also better equipped to give good quality care, ensuring enhance patient outcomes.

Even the presence of the amplified indication that is further supporting the benefits of transformational leadership, there also stays a need for a clear and deep empathetic of how this style of leadership specifically influences nursing teamwork, satisfaction of jobs, and also the good quality of care in various healthcare settings. This particular study mainly aims to reveal the overall influence of transformational management on all these key factors, with the main goal of providing effective recommendations for many healthcare organizations seeking to improve nursing performance and patient care outcomes. transformational behaviors play a significant role in declining operate business, which may additional also indirectly suggest the presence of task gratification of nurses as a significant facilitating influence (Abdelhafiz et al., 2016; Abualrub & Alghamdi, 2012). At the same time, a number of transformational nurse privileged can also identify and then anticipate the requirements of their staff nurses that is through building almost a strong relationship and also by making numerous considerable efforts in order to meet their needs, which further significant in fostering a strong sense of authorization and also independence that can also ultimately lead to increase level of work satisfaction (Asif et al., 2019). At the same time, several related educations have also deduced that the empowered management style can directly contributes to the reduction of nurses' revenue (Magbity et al., 2020; Pishgooie et al., 2019).

Result: In conclusion, the style of particular leadership that is transformational can accurately enhance job satisfaction, which, in turn, can further improve the overall well-being of the nurses' overall and also the effectiveness within their roles. Empowered leadership has almost an important and very positive impact on various nursing teams. It is also influencing teamwork, level of job approval, and also the overall good quality of patient care. This leadership style also encourages nurses to be very motivated, almost inspired, and very supported within their roles, which ultimately fosters a strong sense of empowerment and also increases overall engagement.

Through accurately adopting transformational leadership, many healthcare leaders are able in promoting collaboration, effective communication, and also a shared vision that is among nursing staff, which further enhances teamwork. When nurses feel both valued and supported then ultimately their job satisfaction automatically improves. It further leading to decreased rates of burnout and also increased retention. A satisfied and also a motivated workforce is very essential for accurately delivering good and high-quality care to many patients, further ensuring patient outcomes and satisfaction that is for patient.

Healthcare firms that accurately embrace transformational leadership create almost a significant environment conducive to professional growth, a very strong team dynamics, and enhance patient care. Due to this, it is also suggested that multiple health care settings prioritize leadership that is transformational in order to optimize both satisfaction for nursing job and also the good quality of care that is provided to patients.

Keywords: *Nursing, transformational leadership, Team work, patients and family member's systematic review*

1. INTRODUCTION

The value of the nursing exertion situation reflects nurse gratification levels. A front-runner who engages operate promotes cooperation, acknowledges good presentation, and stimulates motivation can influence the overall excellence of work life. Leadership style refers to the way in which a leader interrelates with many others and is characteristically classified into different two primary styles: task-oriented and relational. At the same time, the leadership theories that have been originated with the one of the main theories including “Great Man Theory” that is mainly during the Industrial Revolution, emphasizing almost a very strong hierarchical, making of different decisions absorbed on command as well as control, productivity, and viewing the group as a linear, machine-like entity. This model of leadership in healthcare is not viable, as evidenced by ongoing issues with modification and persistent patient security concerns. Educations indicate that innovation within healthcare necessitates both nonlinear and also developing communal developments that yield almost better organizational results. Recently, the two different relational styles—that are both transformational as well as transactional leadership—have been accurately examined in effectively nursing literature and have further gained prominence within wider healthcare research.

The leadership that is transformational mainly consists of different four necessary elements. The first component, “idealized influence,” mainly involves leaders acting as almost strong role models for their almost all followers, that is further displaying almost a strong solid ethic of work and also many strong values while accurately advocating the vision of the organization that further helps to effectively earn both trust as well as confidence of the staff. The second element that is mainly known as “inspirational motivation,” focuses on effectively establishing both compelling as well as motivating a common goal even for the future and also conveying it to different followers with the assistance of many emotionally engaging speeches. It is also including vivid imagery, and several impactful symbols. This also inspires different followers to work that is towards achieving this overall collective vision. It further resulting almost within increased commitment and also enhanced performance. The third component is also termed as “intellectual stimulation,” which also encourages several followers to think creatively. It also explores different solutions to many emerging common issues, accurately empowering them to effectively come up with several innovative responses to many challenges.

The last category of different behaviors, mainly indicated as “individualized consideration,” mainly encompasses numerous areas that are in mentoring, assisting many followers in effectively reaching their many objectives, and effectively fostering almost a positive and also a supportive environment. By actively listening, different leaders can assist meet the different requirements of their different followers. For example, it is true that some individuals may also need direct guidance on how to accurately complete a task, whereas others might require many resources to independently develop their several own solutions. Ultimately, the consistent application of all these four behaviors of transformational leadership effectively cultivates a significant leader who also earns the respect and also admiration of their followers.

The numerous attitudes of leadership learning have a straight or even indirect result on the treatment occupation, classmates, and persistent consequences (Sfantou et al., 2017). Every management style offering a sole method and influence on nursing repetition. Within the health care industry, multiple leadership attitudes are often used, like transformational, transactional, different servant, situational, passive/avoidant, authentic, charismatic, and it is also including quantum (Carrara et al., 2017; Lee et al., 2019). Mainly in settings of hospital, accurate leadership is very essential for accurately maintaining almost well-coordinated and also delivery of integrated healthcare (Sfantou et al., 2017).

The excellent of style of specific leadership that is through nurse managers meaningfully touches many structural factors that affect job satisfaction of job satisfaction of many nurses, different morale and also productivity, and rate of holding (Asamani et al., 2016; Kiwanuka et al., 2021; Pishgooie et al., 2019). Therefore, the strong and active involvement of many nurses in effectively fostering effective headship styles is very central for the excellence maintenance provision, the advancement of the occupation of the nursing and also the promotion of a almost a positive workplace atmosphere within healthcare environments. Transformational leadership is very effective and considered as a notable for its beneficial influence on satisfaction of employee, performance and even overall engagement. Furthermore, this particular style of leadership accurately entails both collaboration that is between many leaders and also team members to recognize essential changes and also formulate a significant inspiring vision that is effective in encouraging group participation (Kiwanuka et al., 2021; Moon et al., 2019). Nevertheless, it is also stimulating and mainly associated with structural promise (Al-Yami et al., 2018; Carrara et al., 2017). In contrast, few research has accurately pointed out the numerous drawbacks of transformational leadership. A

study has been conducted within Iran identified an important and positive that is associated correlation that is between transformational leadership as well as expected turnover, showing that many certain aspects might not accurately produce many positive results (Pishgooie et al., 2019). Additionally, there seems to be almost a delay in effectively embracing transformational leadership in healthcare environments. Research that is from Belgium has found that head nurses and also nurse directors mainly often resorted to accurately numerous passive-avoidant leadership styles that is further resulting in significantly decreased levels of extra effort, extra effectiveness, and also overall satisfaction that is among nursing staff (Poels et al., 2020). Getting idea about the overall influence of styles of leadership of nurse directors on job satisfaction is very crucial for enhancing rates of retention that is among nursing personnel (Suliman et al., 2020). This insight can also greatly benefit the all-healthcare success organizations success. Consequently, it is also very necessary to collect relevant literature in order to establish a thorough knowledge and understanding of how transformational leadership is affecting work satisfaction of many hospital nurses. This consolidative appraisal also seeks to accurately provide a strong and solid evidence on the relationship that is mainly between leadership that is transformational and also the job satisfaction among many infirmity nurtures.

Research Question: Does Impact of Transformational leadership on teamwork patients and family members of nurse?

Design: A systematic review approach has been castoff as it further permits for accurate discoveries from multiple varied procedures to be systematically functional to many clinical repetition, and also a number of effective creativities that are practice and are also evidence-based (Whittemore & Knafl, 2005).

Methods for Study

The starting research of works has been approved out that is from August to the month of September 2021 and also the latter has been updated on May 18, in the year, 2023. Literature has sought through online databases like Pubmed, Medline. It is salsa including Cinahl, Web of Science, Research 4Life and APA Psych info. Furthermore, many articles that are from the Edinburgh University Nepil University Standards, a list of links to included many articles, Google Scholar, and also WHO 'World Health Organization' website have been recognized. The main terminology of the research has been used within the database was "transformative leadership as well as nurses*teamwork patients and also family members." The extended search parameters are available within each online database have been created by using many given terms and also different research strategies.

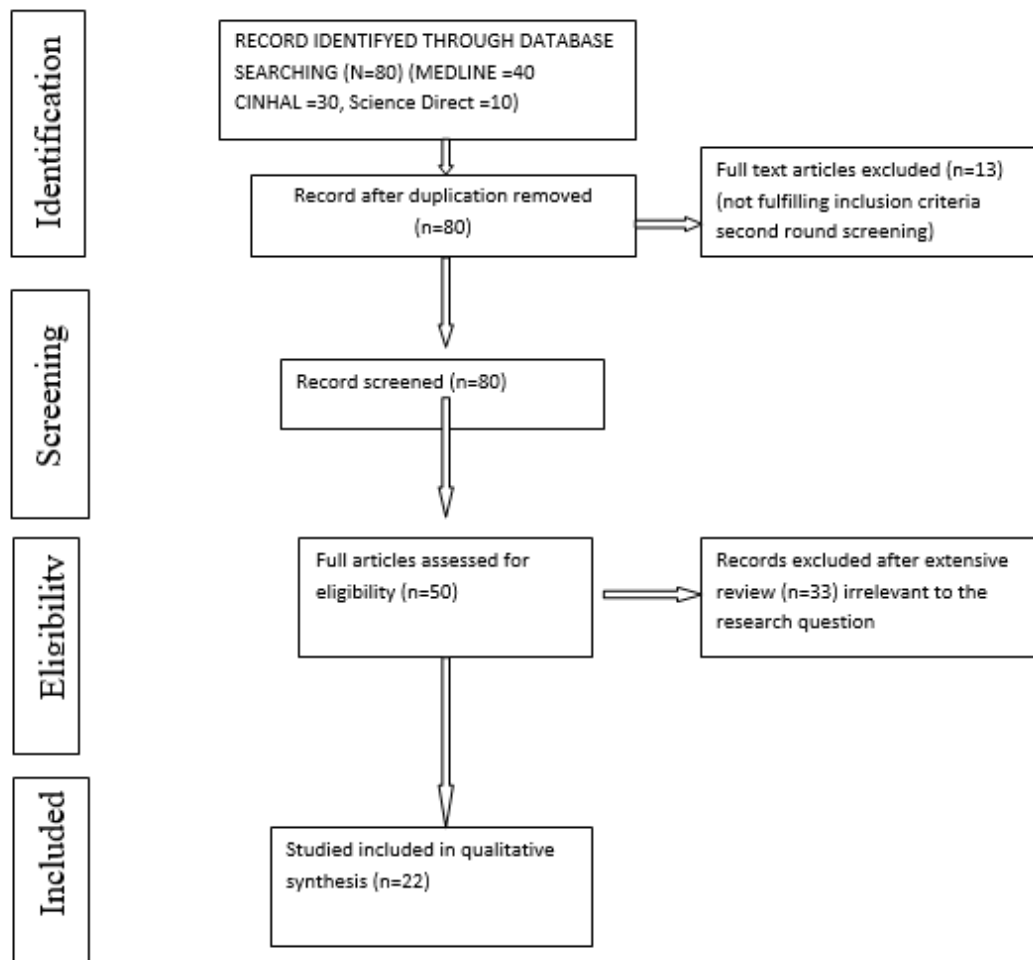
Criteria of Inclusion: Several educations that are mainly based on English-language and that have examined the overall impact of empowered management on work satisfaction of clinic cherishes, teamwork, as well as the interaction with family members of the patients were also eligible for inclusion within this systematic review. To ensure the relevance as well as timeliness of review, only few articles have been available between **January 1, 2012**, and also **May 18, 2023**, have been considered. The review has been designed to be accurately inclusive of many studies utilizing various research methodologies, with no restrictions placed on size of the sample or study design. This particular approach has been allowed for almost a broad range of different studies to be included, further ensuring a detail and comprehensive insights into the topic.

Exclusion Criteria: Non-primary source like **viewpoints**, different **estimation parts**, multiple **literatures**, and several **review articles** have been excluded that is from the review. Additionally, many studies that are focusing on several **multidisciplinary professionals** were also not added unless they have contained many specific outcomes that are directly associated with the review topic. Many articles that were almost inaccessible after several multiple attempts in order to contact the conforming author (up to three times via email) have also been excluded. However, the final choice that is on whether to add an object was mainly based on the many consensuses of almost two different writers.

Criteria of Inclusion	Criteria of Exclusion
Different Noble Reviewed	The sample almost does not add many nurses
Several Main foundations	Secondary sources
Comprise many nurtures within the sample of the paper	Not evaluated within the language of English
Printed within English Language	Published before the year, 2012
Published between 2012 and the year, 2022 (in order to accurately collect a huge range of study on our particular area that is further within the previous decade)	

Selection of Studies

Whole set of database search directly results have been spread that is to the reference manager software program version that is 1.19.4 and also of Mendeley. With the assistance of the required software system, almost matching exploration outcomes have been removed. After that a significant course of many two-steps selection process have been accurately undertaken. In step 1, almost two different commentators of independent (GG, EC) have accurately scanned the several headings and numerous extracts of almost all trainings have commentary the overall influence of empowered leadership on gratification level of work of clinical nurses and team work with family members of the patient and within step 2, multiple full-text article have been screened through the reviewers in order to determine their overall eligibility. At last, almost fully eligible articles have been accurately chosen for any extra required analysis ([Figure 1](#)). Evaluators' disagreements were also resolved through the HT that is third reviewer.



PRISMA FLOWCHART WITH THE SEARCH STRATEGY OF THE SYSTEMATIC REVIEW

Data Extraction, Analysis, and Synthesis

The outline of required systematic has accurately advanced through Whittemore and Knafl ([2005](#)) was effectively employed as a significant leadership that is mainly throughout extraction of necessary data, analysis of data and also data synthesis. The data was also accurately removed by effectively using a table made in Excel. At first, many articles have been read nearly 3 times and the goal was to grasp a deep and a strong comprehensive knowledge of their practices and overall results. Next, the common comments and several designs within every piece have been recognized. Basically, the authors have also inattentive many terms and all these were almost pertinent to the review question. Authors have also verified the author, the publication's year, the nation, overall goal, the scenery of the paper, accurate design, overall size of the sample and overall conclusions of almost every article. Finally, the overall conclusions have been produced as per the study appearances as well as also the purpose of the evaluation.

Quality Assessment

The overall organizational value of the overall documents has been appraised by accurately by means of several quality

assessment checklists of JBI that are mainly for multiple papers that are totally cross-section (Appendix B).

2. RESULTS

Features of the Studies

The work mainly yielded overall of approximately **1,118 papers**, with almost **462** sourced from many databases that are available online and nearly **656** from many other sources. However, after removing many duplicate entries as well as several screening titles and many extracts, the overall number of articles have been decreased to **58**. Among these, one item that is full-text has been unreachable and also even despite many attempts to contact the corresponding author. As a result, around **57 articles** have been retrieved and also thoroughly accurately reviewed for inclusion. From these, around **40 articles** that were significant and these were also excluded for many reasons, ultimately leaving nearly **17 full studies** that additionally met the criteria of inclusion that is for the evaluation (as mentioned in Figure 1). All these lessons were also showed within many countries, and these are including: Saudi Arabia ($n = 3$) and also it is including USA ($n = 2$), and Jordan ($n = 2$). Other countries are mainly including China ($n = 1$), Malaysia ($n = 1$) as well as Turkey ($n = 1$). There are many other countries throughout the world that are Pakistan ($n = 1$) and Philippines ($n = 1$) as well. Canada ($n = 1$), Italy ($n = 1$) and Slovakia ($n = 1$) and along with it is also including Portugal ($n = 1$), and also including Ethiopia ($n = 1$). However, the total size of the sample that is from these studies were approximately 5841 nurses. It is further reaching from approximately 87 to around 1,037, and also the majority ($n = 12$) The overall size of sample that is from these studies were around **5,841 nurses**, with accurate sample sizes that mainly ranging from around **87 to nearly 1,037** nurses. The majority (**12 studies**) were accurately conducted within multiple healthcare settings, directly reflecting the overall diversity of many contexts in which transformational leadership was studied. Regarding study design, **16 studies** were cross-sectional, while **1 study** has been employed almost a mixed-methods approach. Additionally, all articles have been accurately utilized **correlation analysis** in order to examine the affiliation that is among **visionary style of leadership** and also **work fulfilment of many nurses at clinics**.

Review method table

Authors and Year	Tool	Methodology	Sample	Main Results
Boamah, S., Spence Laschinger, H., Wong, C., and Clarke, S., 2018.	TFL—MLQ “Multifactor Leadership Questionnaire” Job satisfaction—GJSS “Global Job Satisfaction Scale” CWEQ-II “Conditions Of Work-Effectiveness II” Nurse-assessed adverse patient outcomes	Cross-sectional	378 nurses	This is shown that there is an important and also a very effective indirect relationship that can be accurately seen between TFL and outcomes of affected ones. Staff powered directly impact job satisfaction. Nurses have also TFL behaviors of hospital’s managers to be more or less significant
2. Asif, M., Jameel, A., Hussain, A., Hwang, J., and Sahito, N., 2019.	TFL (7-item scale) Structural empowerment (12-item scale) Job satisfaction (3-item scale) Adverse patient outcomes (5-item scale)	Cross-sectional	386 nurses	The positive effect on results of patient outcomes is TLF behaviors, reducing multiple disapproving results and also improving care quality. The mediator that is between TFL has been strong related to job satisfaction Nurses have also many TFL behaviors of a number of leaders to be very high.
3. Lappalainen, M., Härkänen, M., and Kvist, T., 2020.	TFL—TLS “Transformational Leadership Scale” Medication error—MSS “Medication Safety Scale”	Cross-sectional	161 nurses	There are many other nurses as well who do not perceive and adapt TFL behaviors. The thing that is strongly perceived is Effective support needed for professional development. Feedback as well as many rewarding-weakest situation of TFL. TFL further related with the good and also solidest to safety of medicine with the assistance of the management.

Authors and Year	Tool	Methodology	Sample	Main Results
4. Seljemo, C., Viksveen, P., and Ree, E., 2020.	TFL—GTL “The Global Transformational Leadership Scale” Job demands and resources—Short Inventory to Monitor Psychological Hazards (SIMPH)/Job Demands—Resources model Patient safety culture—NHSOPSC “Nursing Home Survey On Patient Safety Culture”	Cross-sectional	156 nurses	The tasks rapidity and numerous expressive strains on several workers had negative influence on patient security philosophy. The overall effect of TFL on safety of patient also whole awareness was further considered as important factor.
5. Lievens and Vlerick, P., 2014.	TFL—MLQ “Multifactor Leadership Questionnaire” Knowledge-related job characteristics—WDQ “Work Design Questionnaire” Safety performance and compliance	Cross-sectional	152 nurses	When the empowered spearhead almost perceived, then the more staff of nursing also contributed and also obeyed with many patients’ security. There is also an indirect link exist between the specific TFL and overall performance of safety by information related to characteristics. TFL directly influence multiple perceptions of knowledge that are associated with task features of different factions through intelligent inspiration.
6. Asiri, S., Rohrer, W., Al-Surimi, K., Da’ar, O., and Ahmed, A., 2016.	TFL—MLQ Psychological empowerment Employee commitment	Cross-sectional	332 acute care nurses	Highest apparent management elegance considered as the TFL with stimulating inspiration and faultless qualities high. Transactional management and laissez-faire guidance had result on promise than TFL. TFL style of organization is able in increasing employee devotion with the help of granting authority and also that is through involving many staff within the process of decision-making.
7. Y Tekingündüz, S., Yıldız, E., and İnci, R., 2021.	TFL—GTFLS “Global Transformational Leadership Scale” Organizational trust—organizational trust scale and also including Organizational identification—Organizational identification Job stress—Job Stress Scale (JSS) 7 items	Cross-sectional	150 nurses	Several non-punctuative reportage faults with multiple medical areas: approximately 52.7% no events have been described within the duration of 12 months, also nearly 31.3% stated 1–2 adverse proceedings and almost around 10% reported 3 to 5 adverse events. The optimistic association that is between organizational documentation and organizational faith including TFL.
8. Khan, B., Quinn Griffin, M., and Fitzpatrick, J., 2018.	TFL—MLQ-5X Structural empowerment—CWEQ11	Cross-sectional	181 clinical nurses	Numerically important association exists in between nurses’ insight of a number of managers’ TFL activities or actions and also their overall structural enablement and that is as a frontline staff. a negative and a bad correlation that is exist and has found between structural empowerment and perception of many nurses of different NMs’ laissez-faire leadership.

Authors and Year	Tool	Methodology	Sample	Main Results
9. Weng, R., Huang, C., Chen, L., and Chang, L., 2015.	TFL—adopted from earlier studies 19 items Patient safety climate	Cross-sectional	439 nurses	Leader's support was almost highly associated with innovation performances of nurtures. TFL has good impact on overall behavior of nurse's innovation. Additionally, TFL was also strongly associated with innovation climate and also patient safety.
10. El-Demerdash, A., 2018.	Patient safety culture—AHRQ (2004) and also including TFL—Forces of Magnetism questionnaire	Cross-sectional	324 nursing staff	High compelling power is TLF. Optimistic correlation exist in between TFL and culture of patient safety. The support by leaders for safety of patient was reported as essential and also very useful.
11. Kvist, T., Mäntynen, R., Turunen, H., Partanen, P., Miettinen, M., Wolf, G., and Vehviläinen-Julkunen, K., 2013.	Patient safety culture— HSPSCPatient satisfaction—RHCS	Descriptive correlational	2566 patients 5778 nursing staff and leaders	The uppermost notch of Leader's TFL behavior: additionally, the required and strong support for professional expansion. Response and the rewards almost the weakest. The overall outcomes of the patient satisfaction were further considered as the most necessary factor that was also accurately exceeding the mark close.
12. Choi, S., Goh, C., Adam, M., and Tan, O., 2016.	TFL—MLQ Job satisfaction Empowerment	Cross-sectional	200 clinical nurses	TFL has revealed as an essential and an indirect result on the job satisfaction. TFL relates with fostering structural empowerment that has also an impression on work satisfaction and also in a positive way.
13. Brewer, C., Kovner, C., Djukic, M., Fatehi, F., Greene, W., Chacko, T., and Yang, Y., 2016.	Organizational commitment Job satisfaction TFL	Cross-sectional	1037 newly licensed registered nurses	TFL is not having a direct influence on intent to stay. The commitment of Organization, almost job satisfaction, multiple RN-MD collaborations had a strong along with positive impact on the intent to stay. TFL is not has a direct significant direct probability of accurately increasing any commitment of organization. TFL was also not found to be an important predictor of satisfaction level of job.
14. Wu, X. et al., 2020.	Spiritual Climate Scale Emotional Exhaustion Scale Intent to leave—Turnover Intention Scale	Cross-sectional	319 nurse clinicians	The staff have knowledgeable many levels of TFL. Many nurses have felt emotional exhaustion. Among them many also felt burnt out, and many thoughts of quitting the job. A strong association among TFL and also spiritual climate, here both spiritual climate and including other factors that have almost a facilitating inspiration on TFL major ability. It is about reducing burnout.
15.	TFL—research questionnaire	Cross-	217 geriatric	Job satisfaction amongst nursing staff is

Authors and Year	Tool	Methodology	Sample	Main Results
Xie, Y. et al., 2020.	Clan culture Organizational Culture Measurement Scale Organizational commitment Job satisfaction	sectional	nurses	explained by both clan culture and TLF. The commitment, the level of job gratification, along with the professional identity have been key aspects that have a positive influence on the intention to remain stay.
16. Boamah, S.A., 2022.	MLQ-5X—shorter rate form Workplace culture six-item measure created for the study Job satisfaction—GJS Burnout—MBI- COVID-19—measured with six items around demand and pressure	Cross-sectional	645 nurses	TFL impact on satisfaction of job and culture of office culture and also a negative effect on burnout is found very strong. TFL indirectly recover setting of work. Positive relationship that mainly exist between TFL and also the culture of workplace. TFL has the ability that further influence nurses operate satisfaction and has the ability to alleviate the numerous risk of burnout that is through building supportive place of work.
17. Anselmann, V. and Mulder, R.H., 2020.	TFL—GTL Team performance Team climate Knowledge sharing	Cross-sectional	183 geriatric nurses	a team climate that is safe has been facilitated by TLF. It prioritized knowledge sharing in many tasks. It is significant factor in increasing the overall performance of the team performance. It includes both efficiency and innovativeness. TFL has also enhanced several learning activities of overall teams, that directly impacts their presentation along with even outcomes positively.
18. Yilmaz, A. And Duygulu, S., 2020.	Leadership Practices Inventory (LPI) Patient safety culture—HSOPSC	Cross-sectional	Nursing managers and nursing staff	The treatment awareness and their own TFL was found to be almost higher than many nurses. sub-dimension that was lowest was further considered as the sub-dimensions of many workers, while non-punctuative answer to many issues and errors, and accurate occurrence of issues and errors that have been stated by almost both parties, at decrease than around 50%, directly evaluating weakness related to PSC.
19. Liukka, M., Hupli, M. and Turunen, H., 2017.	Semi-structured interview	Qualitative study	11 nurse managers	many dysfunctional operational models have found also. Encouraging multiple nursing staff's wiliness' as well as openness that is around many opposing proceedings by correctly establishing almost a culture that is totally free from blame. Both shame and also blames are significant issue to identify any opposing actions.

Authors and Year	Tool	Methodology	Sample	Main Results
20. Wagner, A. et al., 2019.	TFL—MLQ Patient safety—PSQ	Cross-sectional	1355 nurses and pharmacists	The inaccurate outcome on error reporting that is mainly compared to several leaders who follow transactional leadership styles almost huge levels of reporting performs. TFL was mainly the main behavior, but also there is no different and any preventative actions that have been further analyzed within incident reports.
21. Lin et al., 2015.	Multifactor Leadership Questionnaire and others are Karasek's Job Content Questionnaire (JCQ) Occupational Stress Indicator (OSI) and it also includes Organisational Commitment Questionnaire (OCQ) General Health Questionnaire	Cross-sectional	651 nurses	As research hypotheses, there is a strong relationship that is mainly between nursing transformational leadership as well as as status of health. The support by supervisor is very significant and also plays a mediating role among transformational leadership styles and overall satisfaction of job. support that is provided by Supervisor has direct effect on work satisfaction of workers that is further compared with several influences.
22. ALFadhlah and Elamir, 2021.	Multifactor Leadership Questionnaire and another one is Organizational Description Questionnaire and it is also including Annual quality indicators from the hospitals	Cross-sectional	1626 health care workers	In whole hospital, more or less 66.4% to nearly 87.1% of different contributors have been identified their hospital's administrative culture whereas approximately 41 that is further out of around different 48 departments have also been identified that having a transformational nation. The vicissitudes among guidance style as well as administrative culture were statistically significant that is mainly for four infirmaries. For a number of superiority pointers, there was a significant optimistic but also non-significant, a very strong correlation that is with the particular style of leadership.

Quality Appraisal of the Review: The authors chosen studies that met specific eligibility criteria, accurately provided an important and thorough context description, utilized reliable and valid exposure measures, and conducted appropriate statistical analyses. Consequently, many articles have been classified as almost high, moderate, or also low quality that is mainly based on scores of 8/8, 7–5/8, and below 5/8, respectively. As a result, around 13 studies have been of high methodological quality that is mainly because all of these papers have been received a “yes” rating for almost all applicable fundamentals of the several Quality Assessment Tool that is JBI (Abdelhafiz et al., 2016; Abualrub & Alghamdi, 2012;

Alshahrani & Baig, 2016; Asif et al., 2019; Boamah et al., 2018; Brewer et al., 2016; Choi et al., 2016; Jankelová & Joniaková, 2021; Labrague et al., 2020; Morsiani et al., 2017; Negussie & Demissie, 2013; Othman & Khrais, 2022; Roberts-Turner et al., 2014). And, nearly four studies (Albagawi, 2019; Quesado et al., 2022; Sahan & Terzioglu, 2022; Wang et al., 2012) being deemed of almost high methodological quality since each of them have accurately received a “yes” assessment for whole aspects of pertinent of the Quality Assessment Tool that is related to JBI.

Influence of Empowered style of leadership on teamwork patients and family members of nurses at hospitals

Overall, seventeen studies have accurately shown a strong connection that is between transformational leadership style as well as the job satisfaction of many nurses. Out of these, several 16 studies have indicated almost a beneficial influence of transformational leadership on the satisfaction of job which further aids in delivering quality care and pleasing both patients and their families. The impact of transformational leadership also extends to teamwork among many nurses, different patients, and their families (Abdelhafiz et al., 2016; Abualrub & Alghamdi, 2012; Albagawi, 2019; Alshahrani & Baig, 2016; Asif et al., 2019; Boamah et al., 2018; Choi et al., 2016; Jankelová & Joniaková, 2021; Labrague et al., 2020; Morsiani et al., 2017; Negussie & Demissie, 2013; Othman & Khrais, 2022; Quesado et al., 2022; Roberts-Turner et al., 2014; Sahan & Terzioglu, 2022; Wang et al., 2012). Specifically, different 4 studies have been reported almost a strong positive relationship that is among visionary leadership style and many factors like extra energy, overall efficacy, and also patient fulfilment (Alshahrani & Baig, 2016; Boamah et al., 2018; Morsiani et al., 2017; Negussie & Demissie, 2013). In addition, almost two studies have found that different nurses who have worked under different managers that is almost with a leadership style that is visionary and also has experienced almost a greater job satisfaction as whole team members and also a very stronger intention in order to remain within their positions (Abualrub & Alghamdi, 2012; Roberts-Turner et al., 2014).

A visionary leadership method is able in advancing teamwork, that is further leading to enhanced job satisfaction and also leading to higher overall organizational commitment that is among many nurses (Othman & Khrais, 2022; Sahan & Terzioglu, 2022). At the same time, the positive impacts of empowered management that is on job satisfaction among many nurses, it was also accurately noted to assist in decreasing negative patient consequences (Asif et al., 2019). At the same time, a study has also been conducted within the USA has found that while transformational control style did not have almost a statistically important impression on also job gratification of many nurses, it was expressively connected to structural promise (Brewer et al., 2016).

3. DISCUSSION:

The authors mainly meant to recap the impacts of a visionary style of leadership on job satisfaction of the cherishes. They also recognized almost seventeen articles that have accurately highlighted the strong connection that is between nurses' job satisfaction as well as transformational leadership within healthcare situations.

Within accurately review, almost whole studies have indicated that visionary leadership almost absolutely correlates with both the level of work satisfaction of nurses and also patient satisfaction. Additionally, the research also effectively suggested that a empowering style of leadership can systematically improve nurses' purposes in order to remain within their positions, overall quality of care, and many patient outcomes. Similarly, another significant and related review further indicated that empowerment leadership is almost completely related with professional approval and almost a decrease within medication issues and errors within intensive units of care. Most significantly the authors have noted that transformational management mainly indirectly boosts satisfaction of job through fostering a inspiring and also unified work situation (Kiwanuka et al., 2021).

However, even in the presence of the positive correlation that is mainly between accurate leadership and also job satisfaction, there is strong evidence that many nurse managers rarely exemplify this style within teamwork in specific healthcare locations (Morsiani et al., 2017). This may be strongly linked to the numerous leadership predilections of many directors and different hospices. Additionally, accurately adopting a transformational style of leadership necessitates individuals owning thoughtful and model traits, along with a positive supportive environment. At the same time, numerous alternative leadership styles may also be more effective that is comparison with transformational leadership, particularly within high-stress work conditions where almost a more assertive leadership method is essential for effectively finishing responsibilities and achieving job satisfaction like within emergency and also serious care sections. As per the article that has been reviewed Abdelhafiz et al. (2016), a transactional leadership style is observed as having a more satisfactory impression on job satisfaction level of nurses than transformational leadership in such contexts. In these significant instances, the features of transactional leadership accurately enable a manager to systematically intervene effectively with many subordinates and a number of staff nurses who demonstrate deprived performance, while also fostering a collaborative approach to address issues. Therefore, under all these conditions, transactional leadership may effectively serve as a more beneficial choice than transformational leadership to accurately boost performance of task and also accurately foster teamwork, and accurately enhance overall job satisfaction for whole nurses.

The overall findings of this particular review also indicated that leaders who are associated with nursing who are displaying transformational behaviors play a significant role. This is helpful in accurately decreasing many aspects including rates of

staff turnover, ensure the presence of work satisfaction level as a facilitating influence (Abdelhafiz et al., 2016; Abualrub & Alghamdi, 2012). The nursing leaderships who prioritized transformational leadership can identify and anticipate the needs of their workers nurses by building strong relationships and making considerable areas to meet their needs, which fosters a strong empowerment aspect and also a significant sense of autonomy that can ultimately lead to increased job satisfaction (Asif et al., 2019). Furthermore, numerous researches have deduced that the leadership style that is visionary ultimately contributes to the reduction of turnover of many nurses (Magbity et al., 2020; Pishgooie et al., 2019). In summary, the leadership style that is transformational enhances job satisfaction, that further can improve well-being of many nurses and effectiveness in their roles. At the same time, the visionary leadership has also a significant and almost positive impact on many nursing teams, influencing teamwork, quality care for affected ones and work level satisfaction. However, this leadership style also encourages many nurses to be motivated, inspired, and supported within their roles, which ultimately fosters a strong sense of empowerment and increases overall engagement.

Through accurately adopting transformational leadership, many healthcare leaders enhance collaboration, communication, and also a shared vision that is among nursing staff, which further enhances teamwork. As many nurses feel almost more valued and also supported, their job satisfaction accurately improves, further leading to lower rates of burnout and also increased retention. At the same time, a satisfied and also motivated workforce is very essential for effectively delivering almost high-quality care to many patients, that is further ensuring almost better patient outcomes and also satisfaction.

Healthcare firms that accurately embrace visionary leadership can build a positive workplace that is conducive to almost professional growth, very strong team dynamics, and also enhanced patient care. Due to this are, it is also recommended that settings of healthcare prioritize transformational leadership in order to optimize both nursing job satisfaction and also the overall eminence of maintenance that is providing to numerous affected role.

Limitations: The literature search has been restricted to many articles that are released between 2010 and the year, 2023. At the same time, studies that are published within languages that is other than English or also those not included within widely have been recognized databases might also be overlooked. All these constraints can also influence the overall interpretation and also the reporting of overall results.

Inferences for Exercise: Selecting the accurate management style may one significant and also an adjustable element that a healthcare firm can impact to foster a strong, positive and a supportive work environment and also enhance quality care (Phillips et al., 2021). The results of this research also effectively underscore the position of a transformational leadership approach in systematically improving the satisfaction job stage that is among many hospital nurses. This research can also accurately serve as a significant and also a valuable resource for both planning and also developing many future initiatives that mainly aimed at enhancing nursing leadership quality in a healthcare firm. Additionally, it also adds to the enlarging body of literature that is concerning the overall development as well as training of nursing leadership. In conclusion this review effectively advocates for the accurate adoption of an empowering leadership style within multiple clinics and also offers a useful academic framework for several upcoming researchers and mainly focusing on both nursing management along with leadership.

4. CONCLUSION;

Transformational leadership has almost a profound and a very positive impact on overall nursing teams, specifically enhancing job satisfaction, overall teamwork, and the significant value of care providing to patient. This particular style of leadership mainly characterized by multiple aspects including inspiration, motivation, and also support. This also helps in accurately foster an environment where all nurses feel valued and also empowered. As an outcome, they are also more likely to accurately collaborate and show a strong and a greater commitment to their work, and also provide an accurate and a higher-quality care to whole patients. Research also suggests that when the leaders within healthcare adopt a transformational leadership style, many nurses experience almost an increased level of job satisfaction mainly because of the emotional and also due to the professional support that they receive. It further helps to contributes to a more cohesive dynamic within team. Here collaboration and open communication also thrive. Both satisfied as well as motivated nursing staff is almost better equipped in order to respond to the needs of the patient with empathy as well as efficiency, ultimately ensuring better outcomes for patient. Given these advantages, it is also highly recommended that healthcare companies embrace transformational leadership. By doing this, they can accurately build a supportive and also a very motivating work environment.

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