

CHAPTER 5

Conclusions, Implications, and Recommendations

This chapter presents conclusion of this study, implication for nursing administration and nursing research, and recommendation for future research.

Conclusion

The purpose of this descriptive correlation study were to examine the level of innovative behavior and to explore the relationships of job title and innovative behavior, educational attainment and innovative behavior, knowledge sharing and innovative behavior, as well as job autonomy and innovative behavior of nurses in Autonomous Hospitals, the People's Republic of China.

This study collected data from February to April, 2017. Proportional random sampling was used to select samples in each department and three hospitals. The final subjects were 385 nurses of eight clinical departments. The instrument used to collect data was a questionnaire consisted of four parts: the demographic data form, Chinese Knowledge Sharing Behavior Scale, Work Autonomy Scale and Nurse Innovative Behavior Scale. The reliability of Nurse Innovative Behavior Scale, Chinese Knowledge Sharing Behavior Scale, and Work Autonomy Scale were .89, .95 and .92 respectively. Descriptive statistics, Pearson product correlation and multiple regression analysis were used for data analysis.

The findings of current study were presented as follows:

1. There was a moderate level of innovative behavior of nurses (\bar{x} = 3.12, SD = .56). When considering each stage of innovative behavior, the results illustrated that nurses in

this study rated idea generation as the highest score (\bar{x} = 3.52, SD = .58), followed by support obtaining (\bar{x} = 2.82, SD = .60) and idea realization (\bar{x} = 3.04, SD = .79).

2. There was a positive correlation between innovative behavior and knowledge sharing (r = .63, p < .01) and job autonomy (r = .20, p < .01) whereas, no relationship among job title, educational attainment and innovative behavior were existed (r = .07, r = .10, respectively). Only knowledge sharing could explain 40 % of variability in innovative behavior among nurses (β = .61, p < .01; R^2 = .40).

Implications

The results provide useful information on innovative behavior, knowledge sharing and job autonomy of nurses in Autonomous Hospitals, the People's Republic of China. Based on the findings of current study, implications can be made for nursing administration.

1. The findings of this study revealed innovative behavior of nurses was at the moderate level, and nurses performed less well on support obtaining. Nursing administrators should take effective strategies to give financial and technical supports, such as building the nursing innovation funds, cooperating with factory to assist nurses to translate new idea into the objects, as well as organizing trainings of nursing innovation to enhance nurses' innovative awareness and ability.

2. The finding also illustrated job autonomy effects innovative behavior via knowledge sharing, and nurses were satisfied with their job autonomy in current study, as well as the findings indicated nurses performed less well on knowledge sharing, particularly, the lack of platforms via internet to sharing may be the main limitation. Nursing administrators should build the specific platforms for nursing, or utilize current resources adequately. For example, building hospital's database, establishing the discussion group in social soft wares, as well as nursing managers should provide extra space and time to nurses participate in communities of sharing.

Recommendations for Further Research

1. Future research is needed to be carried to replicate this study in private or secondary hospitals.
2. Interventions need to be designed and implemented for improving nurses' knowledge sharing, job autonomy, and innovative behavior.



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