Ward nurse managers are the nurses with management responsibilities in a nursing unit. They have primary responsibilities for staffing and scheduling, managing current staff, and day-to-day operations of the unit. Recently, the role of ward nurse manager continues to expand within the health care system. To be able to adapt to this expansion of the role and to be able to undertake the role of ward nurse manager independently as a professional, it is necessary for ward nurse managers to learn independently and to have opportunities for continuing education. A learning needs assessment tool for ward nurse managers in Japan could measure the learning needs of ward nurse managers to promote evidence-based professional development.

Objectives
To develop a learning needs assessment tool for ward nurse managers, which has well-established reliability and validity.

Methods
There were three stages in developing the scale:

1. Making items for the scale based on qualitative and inductive research findings (Nakayama & Funashima, 2015)
2. Examining the content validity with a panel of experts and a pilot study
3. Conducting two surveys and testing the reliability and validity of the scale.

Results
A Learning Needs Assessment Tool for Ward Nurse Managers (LNAT-WNM), consisting of 25 items with a 6-point Likert scale, was constructed using the afore-mentioned three stages.

Conclusions
The reliability and validity of the LNAT-WNM was ascertained, and it has been found that hospital clinical nurse educators can measure the learning needs of ward nurse managers using the LNAT-WNM, and use the results to offer continuing education programs for ward nurse managers designed to meet their learning needs.