Developing A Clinical Leadership Competency Assessment Tool For Registered Nurses, Thailand

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Thailand

The center of the Indochina peninsula in Southeast Asia

Population - 68.2 million (2016)

- 77 provinces
- 998 districts
- 8860 sub-districts
Level of Health Service System in Thailand

- Tertiary care
  - University, General, Regional Hospitals
    - Referral System
  - Secondary Care
    - Community Hospitals
    - Health Center
  - Primary Care
    - District
    - Sub-district
    - Province
Background

• Why registered nurses need clinical leadership competency?
• How to evaluate clinical leadership competency?
• There is no existing assessment tools appropriate for Thai registered nurses.
Objectives

• To develop the Clinical Leadership Competency Assessment Tool for registered nurses in Thailand.
Methodology

• Developmental research design
• Consisted of two phases
  Phase 1: the construction of the initial tool
  Phase 2: the evaluation of its psychometric properties.
• The first phase consisted of five steps:
  1. reviewing the clinical leadership competency concept
  2. generating the item pools
  3. examining the content validity
  4. examining the clarity and reliability
  5. examining the reliable data.
Population and Sample

• **Population**: registered nurses working in five regional general hospitals in Thailand.

• **Sample size**:
  
  Step 4: 30 registered nurses who were similar to participants' criteria.
  
  Step 5: 206 registered nurses worked more than 1 years in Chiang Kam and Lamphun hospital.
Data collection

- IRB approval
- Between May – August 2015
Step 1: is to refine our comprehension of the Clinical Leadership Competency Concept.

Step 2: Generating the item pools (CLCA Tool = 106 items)

Step 3: Examining the content validity (N = 6, CVI = 1, 102 items)

Step 4: Examining the clarity and reliability (N = 30, no revision)

Step 5: Examining the reliable data (N = 206, $\alpha = .97$)
Conclusions

• The first Clinical Leadership Competency Assessment Tool is valid and reliable.

• However, this tool needs to be examined for constructing validity and reliability of the items.
• The findings will be beneficial to
  - clinical nurses for understanding how to develop their own leadership competencies
  - administrative nurses for assessing clinical leadership competencies among their staffs.
• all of the nurses and others involved in providing assistance
• Chiang Mai University Thailand
Thank you for your attention