

Markers of perceived managerial success within the Tanzanian nursing profession

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Abstract

This study explores the views of nurse managers in Tanzania regarding desirable attributes for effective management of their health services. The mixed method study utilised an initial questionnaire ($n = 78$) and subsequent responses from two semi-structured focus group interviews ($n = 14$) with purposive samples of consenting nurse managers who had completed the original questionnaire. Overall, 'Skills' were considered the most important dimension, followed by 'Knowledge and Learning'. Specific skills, such as decision making, were considered essential. Culture was perceived to be a key influence on management potential, with education providing a pathway to overcome early and subsequent barriers. A lack of delegation was highlighted. An overall transactional style perpetuates as a means of maximising scant resources which impedes trust and sharing of power through delegation. The provision of culturally appropriate management education, relevant to the local context, is essential for the development of nursing in Tanzania.

Keywords: Nurse management effectiveness, Tanzania, Education, Delegation, Transactional management