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看護管理者の経験学習：仕事経験に基づく仕事の信念形成

Experiential learning of nurse managers: Acquisition of managerial beliefs in job through work experiences

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#### **Abstract**

**Objective:** This study aims to elucidate the process by which professional beliefs are developed among assistant head nurses and head nurses through work experiences.

**Methods:** Semi-structured interviews were conducted with 12 nurses, covering work experiences and the development of professional beliefs during their service as assistant head nurses or head nurses. Interview data were analyzed using a modified grounded theory approach.

**Results:** First, analysis found stepwise development of professional beliefs arising from differing experiences among assistant head nurses and head nurses. Specifically, assistant head nurse developed their beliefs from the "pursuit of improvement in nursing practice," whereas head nurse developed their beliefs from the "difficult experiences faced by managers." Second, this study found that "support from superiors and seniors" and "building interpersonal relationships" had moderator effects on the relationship between work experience and professional beliefs.

**Conclusions:** This study proposes a model for the stepwise development of professional beliefs among nurse managers through their work experiences.

Key Word: assistant head nurses, head nurses, work experience, managerial beliefs